Woodville Independent School District

Delayed Teacher Certification 5-Year Plan for Woodville ISD

Woodville ISD Targeted Goals

1. Woodville ISD will have all teacher certification candidates certified in all foundation classrooms by the start of the 2029-2030 school year.

2. Woodville ISD will ensure that a minimum of 15% of all uncertified teachers will become certified each year, ensuring that all certificates are valid by the start of the 2029-2030 school year .

3. At Woodville ISD we will ensure that all foundation candidates will pursue an individualized personal plan to become an intern, student teacher, probationary teacher, and eventually a standard-certificated teacher and have support from our Alternative certification Director and our District academic coaches.

4. Woodville ISD will place focus on uncertified candidates currently in the classroom, which will begin with foundation teachers and involve reducing the number of uncertified teachers who teach core foundational classes. Multiple pathways for certification will be available to best serve each candidate, This includes but not limited to Teachworthy, but we are willing to accept any program that a newly hired candidate is already enrolled in and paid money toward program completion.We will provide all necessary support systems possible to ensure the quickest pathway to certification.

5. Woodville ISD will use program enrollment and personal completion benchmarks will be set for each teacher candidate uncertified with a deployment for certification plan from PREP pathways (including Traditional Preservice, Alternative Certification Preservice, and the School District Teaching Permit.

6. Woodville ISD Candidates will have a personal certification plan based on the status of degree hours and/or certification criteria still to be completed on file with the Alternative certification program coordinator at all times. Woodville ISD will be able to track and monitor the candidates progress to ensure they are on track for certification completion.

7. Woodville ISD recognizes several challenges in the certification process that require personal goal setting and cohort collaboration internally to ensure Woodville ISD will have internal and external resource support for each uncertified teacher's specific status. This includes:
    a. Candidates who have completed a degree and certification but have not passed the content or PPR test.
    b. Teachers who are delayed in performance in a current program must ensure the timely completion of educator prep program requirements within a district-defined schedule to comply and stay employed.
    c. Teachers who have a degree that is not in an educator prep program must join a partnering district educator prep program (Teachworthy) and complete a district-defined schedule to stay employed.
    d. Candidates who are part of the Woodville ISD Grow your own prep program who are not degreed and serving as a paraprofessional will be degreed within three years.
    e. Candidates who are part of a current Woodville ISD Grow your own prep program will pursue the certification on the current track that was established by Woodville ISD and complies with the timeline of this waiver's expectations.
    f. Woodville ISD is currently evaluating all uncertified candidates and determining the feasibility of those teachers who can become certified before the 2025-26 school year begins.We will also conduct yearly renewal meetings with the program coordinator and the Superintendent of schools reviewing 3 check points of achievement throughout the year. Steady and satisfactory progress must be made to extend employment opportunities.

Woodville ISD Targeted Recruiting Goals

1. Woodville ISD will create an internal and external pipeline at least one to two years in advance of candidates that are internally and externally good fits for our school district from our local Grow your own prep program, SDTP, traditional, PREP, and Educator prep program partners.

a. External will focus primarily on Educator prep program, Preferably Teachworthy or whatever existing program a candidate is already committed to and has paid monies toward certification.
b. Internat will focus on the Teachworthy/ Indiana Wesleyan University only.

2. Woodville ISD and its Educator prep program along with its higher education Institute partners (IWU) will actively engage in tracking program candidates' statuses for program review. Woodville ISD, as well as candidates who are enrolled in Educator prep programs other than IWU (before being hired at Woodville ISD will be reviewed and considered as potential employees in our district while they are in certification or degree progress.

Woodville ISD Uncertified Teachers

Current Uncertified Foundation Teachers	Grade Level	Subject	Anticipated Certification Date	Standard Certification Date
1	K-5	All	05/28	8/28
2	10th	Algebra II	8/26	12/26
3	11th/12th	Physics	5/26	6/26
4	8th	Math	8/27	12/27
5	1st	All	8/26	12/26
6	6th	Career/local elective	5/27	8/27
7	K	All	8/26	12/26
8	7th	History	12/26	5/27
9	K	All	8/26	12/26
10	9-12 SpEd	All	8/27	12/27
11	8th	CTE elective	12/26	5/27
12	5th	Math	5/26	6/26
13	7th	Health	12/26	2/27
14	9th	Computer Science	5/27	8/27
15	11th	English III	5/26	8/26
16	Pre K	All	5/26	6/26
17	6-12	All	8/27	12/27
18	3rd	RLA	5/26	8/26
19	K-5	All	1/28	5/28
20	10th	Geometry	8/27	12/27

Woodville ISD Current Hiring Status

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	**5**	**3**	**8**
2024–2025	**3**	**3**	**6**
2025–2026	**3**	**5**	**8**

Woodville ISD Progressive Transition Plan

School Year	Core Subject Uncertified	Key Actions
2025-2026	12	Woodville ISD will plan for educator prep program partnership and timeline establishment for each candidate. Designate a district oversight employee to coordinate the EPP's regular communication pathway. Confirm on track to complete certification by August 2026.
2026-2027	8	Woodville ISD will receive a monthly check in from the Educator prep program (Teachworthy) as a check point for candidate progression. The candidate will also provide Woodville ISD with 3 check-ins throughout the course of the year and a review for future employment with the district at or near the end of March for each school year.
2027-2028	4	Provide resources to support exam preparation sessions,or materials provided through the educator prep program.

2028-2029	4	Complete certification of all staff and evaluate the new pipeline of teaching candidates (if any) will be certified by the year 2029-2030.
2029-2030	None/ Full Compliance with HB 2	Full compliance with HB2 requirements. Evaluate and maintain the recruitment and retention systems by examining the success of the existing Grow you own program that Woodville ISD already has in place.

Woodville ISD Reduction of Uncertified Teachers Plan

Woodville ISD will develop a comprehensive personal plan for year-to-year reductions in uncertified Teachers assigned to foundation/ core curriculum courses until it is in full compliance with HB2. Woodville ISD will achieve this by the 2029–2030 school year. The district will track all candidates aligned to their certification plan and timeline. Woodville ISD will plan for resources to support any struggling teacher from internal staff, external partners, or third-party vendors to ensure teachers are on track for completion of certification. Degree conferment/ Certification audits will be conducted monthly and or bi monthly to ensure teachers are not getting off track in the degree, certification course, or test preparation.

Woodville ISD Identification of Uncertified Teachers

Name	Current Position	Experience	Training	License	Certification Content Plan
Teacher 1	Support Teacher	2 years in the District as a TABS Student support para and 5 years overall in education	30 hours of Higher Ed Credits with foundational courses Priority to Teacher orientation	None	K-5 Foundation
Teacher 2	Alg II Teacher	One year in the district as a Teacher	BA Degree	None	9-12 Math
Teacher 3	Physics Teacher	Three years as a teacher	BA Degree with all alt cert training completed and Content exam passed.	None	9-12 Science
Teacher 4	8th Math Teacher	One year teaching in the District	BS Degree in Health Science	None	4-8 Math
Teacher 5	1st grade Teacher	3 years, one year as a para, and 2 years as a classroom teacher	BA Degree and has all modules completed and is	Probationary	K-5 Foundation

			awaiting testing only		
Teacher 6	6th grade Career/ elective Teacher	3 years with the district as a teacher	BS Degree and is awaiting to take his test with some observation hours to complete	None	4-8 Core Subjects
Teacher 7	K Teacher	3 years with the district serving as a teacher	BS Degree and completed all course work and content Exam, waiting to take the PPR	None	K-5 Foundations
Teacher 8	7th History teacher	Served with the district 3 years , 2 as a para and one as a classroom instructor	BS Degree and is working though her alternative certification classes through IWU	None	4-8 Core Subjects
Teacher 9	K Teacher	3 years as a K teacher with the district	BS Degree and completed all course work for certification and is awaiting testing for certification	None	K-5 Foundations
Teacher 10	9-12 Support Teacher	4th year with the district, 3 serving as a para and one serving as a teacher	Working on her degree though IWU and then on to alt cert classes	None	K-12 SpEd
Teacher 11	8th CTE Teacher	2nd year with the district, serving as the teacher	BA Degree and currently working through her alt cert classes	None	EC-12 Technical Applications
Teacher 12	5th Grade Math Teacher	10 years with the district, 7 years as a para and 3 years as a teacher	BA Degree accounting and is currently awaiting her certification submission, complete with all required materials	None	4-8 Math
Teacher 13	7th grade Health Teacher	4 years with the district 3 years as a Para and one as a teacher	Has an Associate egree and currently working on finishing her	None	4-8 Core Subjects

			degree through IWU		
Teacher 14	9th Computer Science Teacher	One year with the district serving as a teacher	BS Degree and currently enrolled in his Teachworthy modules for alt cert.	None	9-12 Physical Education
Teacher 15	11th grade English III Teacher	3rd year with the district serving as a teacher all three years	BS Degree and working on her certification completion	Probationary	7-12 ELA
Teacher 16	Pre-K	3rd year with the district, started as the Music teacher and was moved to pre K . served all three years as a teacher with the district	BA Degree and is currently done with all her exams and is awaiting a couple of evaluations to be complete for certification	None	EC-6 Core Subjects
Teacher 17	Support Teacher	12 years with the district, 10 years as a para and two as a teacher	More than 60 hours of college credit, enrolled in IWU to complete his degree and then on to hs alt cert classes through Teachworthy	None	K-12 SpEd
Teacher 18	3rd grade RLA Teacher	3 years with the district serving as a teacher	BS Degree and currently working on finishing her alternative certification classes	None	EC-6 Core Subjects
Teacher 19	Support Teacher	3 years with the district. 2 years serving as a para and 1 year as a teacher.	More than 60 hours of college credit and working on her degree from IWU, then on to alt cert classes.	None	K-12 SpEd
Teacher 20	10th grade Math Teacher	Less than a year with the district as a teacher	BS degree and was certified in Nebraska, and is currently in the works with TEA to see the fastest track to certification completion in Tex	None	7-12 Math

teachworthy

Teachworthy Memorandum of Understanding

Serving as a Letter of Collaboration and support for the Delayed Teacher Certification Plan

This MOU is designed to inform you of the types and levels of support provided by Teachworthy in partnership with Woodville ISD to assist uncertified teachers in becoming fully certified.

The following areas of cooperation and support are offered by Teachworthy to Woodville ISD, subject to mutual consent:

- Prepare a detailed Certification Plan for each candidate to outline the steps needed to complete the program successfully.
- Assign a personal Program Advisor who will be accessible to advise and support candidates. Teachworthy commits to replying to candidate questions and concerns within 24-48 hours to expedite their progress.
- Confirm payment options are clearly communicated.
- Support candidates in completing Teachworthy training courses within the curriculum, containing TEA standards of expectations, and evaluate mastery of content and performance-based assessments from trained evaluators who are expert educators.
    - Provide access to a live curriculum evaluator for support in areas of program implementation and curriculum assignments.
    - Provide multiple weekly office hours so that candidates can connect with instructors and Program Advisors.
    - Provide candidates with a live dashboard of data to show academic status and performance of progress in the curriculum and toward certification requirements.
- Provide two days of face-to-face nationally recognized Capturing Kids' Hearts training to help ensure that candidates have the skills to manage a self-regulating classroom and maintain a positive culture.
- Support each candidate with test preparation resources before granting test permission and provide detailed remediation plans if additional attempts are required.
- Send monthly status updates to encourage candidates to move forward toward full certification.
- Provide the district with monthly emails and a candidate database so that administrators can track each candidate's progress toward certification goals.
- Coach interns through a minimum of five formal classroom observations and six informal observations.
- Collaborate with the principal, mentor, and field supervisor of each intern to ensure success in effective classroom instruction and management.
- Share intern performance with campus administration and create improvement plans when necessary.
- Provide additional support and partnerships upon request of the district.

No amendment, consent, or waiver of terms of this Letter of Collaboration shall bind either party. Any such amendment, consent, or waiver shall be effective only in the specific instance and for the specified purpose given.

jim christensen

Dr. Jim Christensen

Executive Director

teachworthy

RESOLUTION OF THE BOARD OF TRUSTEES OF WOODVILLE ISD REGARDING DELAY OF TEACHER CERTIFICATION REQUIREMENTS AND FILING OF WAIVER WITH THE COMMISSIONER OF EDUCATION

WHEREAS, the Texas Education Agency ("TEA") correspondence dated October 16, 2025 titled *"HB 2 Implementation: New Teacher Certification Requirements Update"* outlines new requirements under House Bill 2 (89th Legislature) for teacher certification and foundational curriculum course assignments for Texas public school districts; and

WHEREAS, the correspondence sets forth a process by which a school district may request a delay of the implementation of teacher-certification requirements for foundational curriculum courses until the beginning of the 2029-2030 school year, subject to TEA application review and approval by the Commissioner of Education; and

WHEREAS, the Board of Trustees of Woodville ISD ("Board") finds that to ensure continuity of instruction, support classroom staffing, and maintain high-quality educational services for students, it is in the best interest of the District to pursue the delay as permitted by HB 2 and TEA guidance; and

WHEREAS, the Board has reviewed and discussed a comprehensive proposed plan (the "Plan") that includes the following components:

1. **Identification of uncertified teacher assignments** for foundational curriculum courses during the 2025-2026 school year, including grade levels and certification areas most impacted;
2. **Strategies to reduce the overall percentage of uncertified teachers** each academic year between 2025-2026 and 2029-2030, including targeted recruitment efforts, retention incentives, and use of long-term staffing projections;
3. **Support structures for current uncertified teachers** to pursue and complete certification requirements, including mentoring, professional-development assistance, test-prep supports, and financial or fee-assistance options where available;
4. **Formal partnerships with Educator Preparation Program's (EPP's), identified as Teachworthy and Region 5 Teacher Certification Program (TCP),** to facilitate certification pathways, instructional coaching, testing and coursework support, and monitoring of teacher progress toward certification;
5. **A recruitment strategy focused on certified teachers,** including proactive hiring timelines, job-posting outreach, university pipeline connections, and partnerships with Teachworthy and Region 5 TCP and other external recruiting channels;
6. **Annual progress monitoring** to review certification completion, staffing trends, and compliance efforts, with updates provided to the Board at least annually—or more often as needed—regarding the District's progress under the Plan;
7. **A timeline ensuring full compliance** with TEC §21.003 and §21.0032, with zero uncertified teachers assigned to foundational curriculum courses by the beginning of the 2029-2030 school year;
8. Posting of the Board-approved Plan on the District's website in a publicly accessible location, as required by TEA procedure and for parent and community transparency.

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of Woodville ISD, that:

1. The Board hereby approves and adopts the Plan for reducing uncertified teacher assignments and achieving full compliance with HB 2 teacher-certification requirements no later than the beginning of the 2029-2030 academic year.
2. The Board authorizes the filing of the application for delay of teacher-certification requirements pursuant to the guidance issued by TEA on October 16, 2025, including all required documentation and assurances.
3. The Board authorizes the Superintendent (or designee) to submit the waiver application and all supporting materials to the Commissioner of Education, including current counts of uncertified teachers, confirmation of partnership with Teachworthy as the District's EPP, the Board-approval date, and links to the posted Plan and board agenda.
4. The Board directs that the Plan be posted in an easily accessible location on the District website, and that annual progress updates be provided to the Board, with revisions to the Plan brought forward if conditions or staffing needs change.
5. This Resolution is effective immediately and remains in force until full compliance is achieved or unless amended or rescinded by action of the Board.

PASSED AND ADOPTED this 23rd day of February, 2026, by the Board of Trustees of Woodville ISD.

President, Board of Trustees

Secretary, Board of Trustees