



Abilene ISD Plan for Meeting Teacher Certification Requirements by School Year 29-30

Pursuant to Tex. Educ. Code § 21.0032(a-1), Abilene Independent School District 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: Abilene Independent School District

County-District Number (CDN): 221-901

Superintendent Name & Email: Dr. John Kuhn, john.kuhn@abileneisd.org

Point of Contact for Plan Implementation: Mrs. Alison Sims

Board Approval Date: February 9, 2026

Date Posted to District Website: February 11, 2026

Link to Posted Plan:

UNCERTIFIED TEACHERS BREAKDOWN BY GRADE LEVEL AND/OR SUBJECT AREA:

Elementary

<u>K</u> 14	<u>1st</u> 6	<u>2nd</u> 3	<u>3rd</u> 6	<u>4th</u> 4	<u>5th</u> 4	<u>Multi-grade</u> 2
<u>Sub Total:</u> 39						

English

<u>6th - 8th</u> 8	<u>9th - 12th</u> 8	<u>Sub Total:</u> 16
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Mathematics

<u>6th - 8th</u> 8	<u>9th - 12th</u> 3	<u>Sub Total:</u> 11
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Science

<u>6th - 8th</u> 3	<u>9th - 12th</u> 5	<u>Sub Total:</u> 8
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Social Studies

<u>6th - 8th</u> 4	<u>9th - 12th</u> 2	<u>Sub Total:</u> 6
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Average number of new uncertified teachers hired by the district over the past three school years (2022-23, 2023-24, 2024-25)	<u>Total</u> 34
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EDUCATOR PREPARATION PROGRAM PARTNERSHIPS

Name of EPP	Description of Partnership (How will the EPP support certification, training, mentorship etc.)
Region 14 ESC	See attached MOU
iTeach Texas	See attached MOU
McMurry University	Aide to teacher program

TIMELINE & STRATEGIC PLAN FOR TRANSITION TO COMPLIANCE

Year	Goals	Key Strategies to reduce uncertified teachers & build pipeline.	Responsible Parties	Monitoring Metrics
2025-2026	Achieve a 15% reduction in the number of uncertified teachers in foundation subjects.	1. Review and revise DOI language to match TEA guidelines 2. Conduct a district-wide certification audit and maintain a centralized spreadsheet documenting the progress of each uncertified teacher.	Abilene ISD Human Resources Department	% of uncertified teachers as of June 30, 2026

		3. Continue stipends for certified teachers in high-needs areas.		
2026-2027	Achieve a 25% reduction in the number of uncertified teachers in foundation subjects relative to the 2025–2026 baseline year.	<p>1. For any newly hired teacher of record in foundation courses a valid standard certificate—or an intern or probationary permit with a clearly defined pathway to a standard certificate—shall be required at the time of hire.</p> <p>2. Continue the development and implementation of the Teacher Impact Model to prepare high-achieving paraprofessionals for the teaching profession as they complete their bachelor's degrees and obtain teacher certification.</p>	Human Resources Department Office of Innovation, Curriculum and Instruction Department	% of uncertified teachers as of June 30, 2027
2027-2028	Achieve a 50% reduction in the number of uncertified teachers in foundation subjects relative to the 2025–2026 baseline year.	<p>1. For any newly hired teacher of record in foundation courses a valid standard certificate—or an intern or probationary permit with a clearly defined pathway to a standard certificate—shall be required at the time of hire.</p> <p>2. Expand the implementation of the Teacher Impact Model to prepare high-achieving paraprofessionals for the teaching profession as they complete their bachelor's degrees and obtain teacher certification.</p> <p>3. Uncertified teachers with fewer than 5 years of experience will be ineligible for Board</p>	Human Resources Department Office of Innovation, Curriculum and Instruction Department	% of uncertified teachers as of June 30, 2028

		approved pay increases.		
2028-2029	Achieve a 75% reduction in the number of uncertified teachers in foundation subjects relative to the 2025-2026 baseline year.	For any assignment in which a teacher does not hold a standard certificate, the district shall reassign the individual to a non-foundation course for which a waiver may be permissible under DOI, or restructure the position into a co-teaching model until standard certification is obtained.	Human Resources Department	% of uncertified teachers as of June 30, 2029
2029-2030	Full compliance with TEA requirements (0% uncertified in foundation subjects)	Continue implementing strategies established in previous school years and actively pursue partnerships with the Texas Education Agency and local universities to strengthen the teacher candidate pipeline.	Human Resources Department, Curriculum and Instruction Department, Office of Innovation	100% of teachers in foundation subjects are fully certified

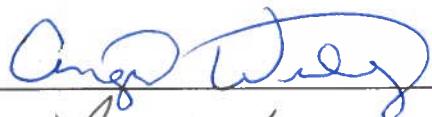
STRATEGIES TO SUPPORT UNCERTIFIED TEACHERS

Year	Strategy Description	Responsible Parties	Monitoring Metrics
2025-26	<p>Apply for PREP Allotment through LASO Cycle 4 mentorship grant</p> <p>Create a certification plan with all uncertified teachers employed by the district.</p>	<p>Executive Director of Innovation</p> <p>Associate Superintendent for Development of Human Resources, Executive Director of Human Resources</p>	<p>Award of grant, compliance with grant requirements</p> <p>100% of uncertified teachers have a written certification plan by 6/2026</p>
2026-27	1. Implement hiring contract language that clearly articulates expectations that any candidate employed under a permit or	Human Resources Department	25% of uncertified teachers pass content test relative

	<p>temporary certification must obtain standard certification by a specified date. Candidates serving under a non-standard certificate shall be issued a Letter of Reasonable Assurance rather than a teacher contract.</p> <p>2. Reimburse uncertified teachers for taking and passing the required tests for certification.</p> <p>3. Continue monitoring of Individualized Certification Plans.</p> <p>4. Develop a compensation plan that compensates uncertified teachers with fewer than five years of experience at a different pay level than certified teachers.</p>	<p>Finance Department</p> <p>Human Resources Department</p>	<p>to the 2025-26 baseline by end of year</p>
2027-28	<p>1. Reimburse uncertified teachers for taking and passing the required tests for certification</p> <p>2. Continue monitoring of Individualized Certification Plans.</p> <p>3. Continue implementation of compensation plan differences for noncertified teachers with fewer than five years of experience.</p>	<p>Finance Department</p> <p>Human Resources Department</p>	<p>50% of uncertified teachers relative to the 2025-26 baseline pass content test by end of year</p>
2028-29	<p>1. Reimburse uncertified teachers for taking and passing the required tests for certification</p> <p>2. Continue monitoring of Individualized Certification Plans.</p> <p>3. Continue implementation of compensation plan differences for noncertified teachers with fewer than five years of experience.</p> <p>4. Based on Individualized Certification Plan needs, provide targeted tutoring to candidates who still need to pass certification tests.</p>	<p>Finance Department</p> <p>Human Resources Department</p>	<p>75% of uncertified teachers relative to the 2025-26 baseline pass content test by end of year</p>

**Attestation:**

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

Board President Signature:Date: 3/11/26**Superintendent Signature:**Date: 3/11/26