



### Executive Summary:

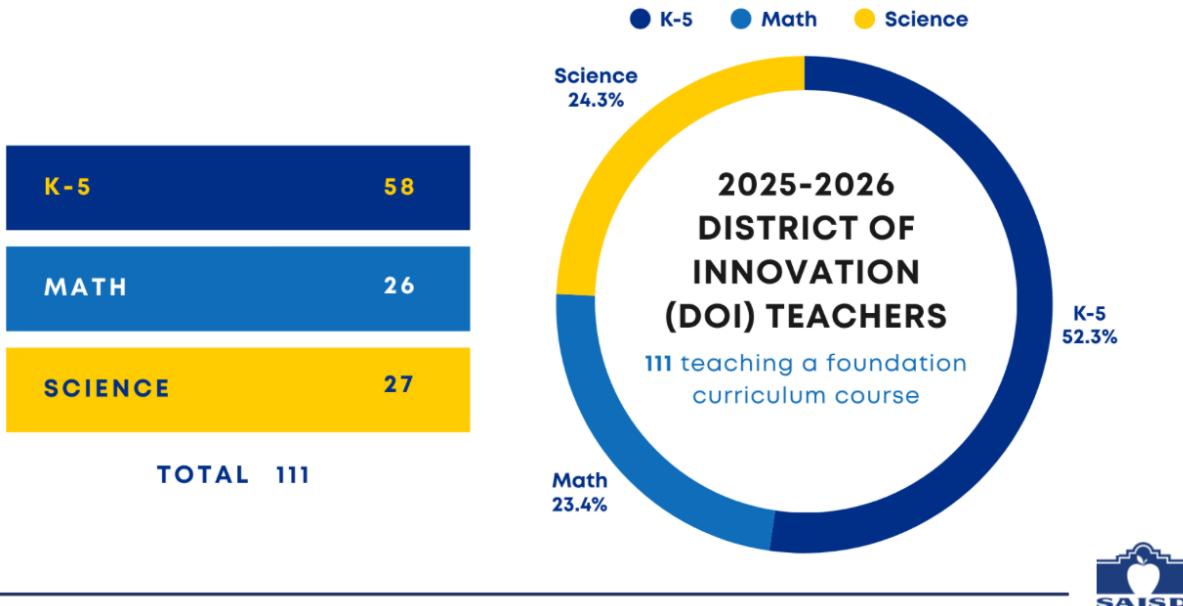
In alignment with HB2, the District has identified a plan to reduce the number of uncertified teachers in foundation courses to zero and will begin the 2029–2030 school year fully compliant. A link the Board presentation is available at:

<https://www.youtube.com/watch?v=iNs44ldCK3M>

**Identify the total number of uncertified individuals currently assigned to teach foundation curriculum courses in 2025-2026 as of the date of submission.**

As of January 20, 2026, there are 111 teachers teaching foundation courses. Last year's inclusion of elementary teachers for DOI eligibility increased our overall pool of teachers on a DOI teaching permit.

### ***District of Innovation (DOI) Teachers***



**Specify at least one EPP partner who will support certification efforts and reduce the district's percentage of uncertified teachers.**

San Antonio ISD has a formal partnership with ESC Region 20 to help individuals with bachelor's degrees earn their teaching credential. All teachers teaching foundational courses have a bachelor's degree. For our elementary teaching positions, many only require passing certification exams for certification eligibility. SAISD is also proud to have partnered with many local universities to strengthen our overall "Homegrown" pool, which will strengthen our overall teaching pool and pipeline.

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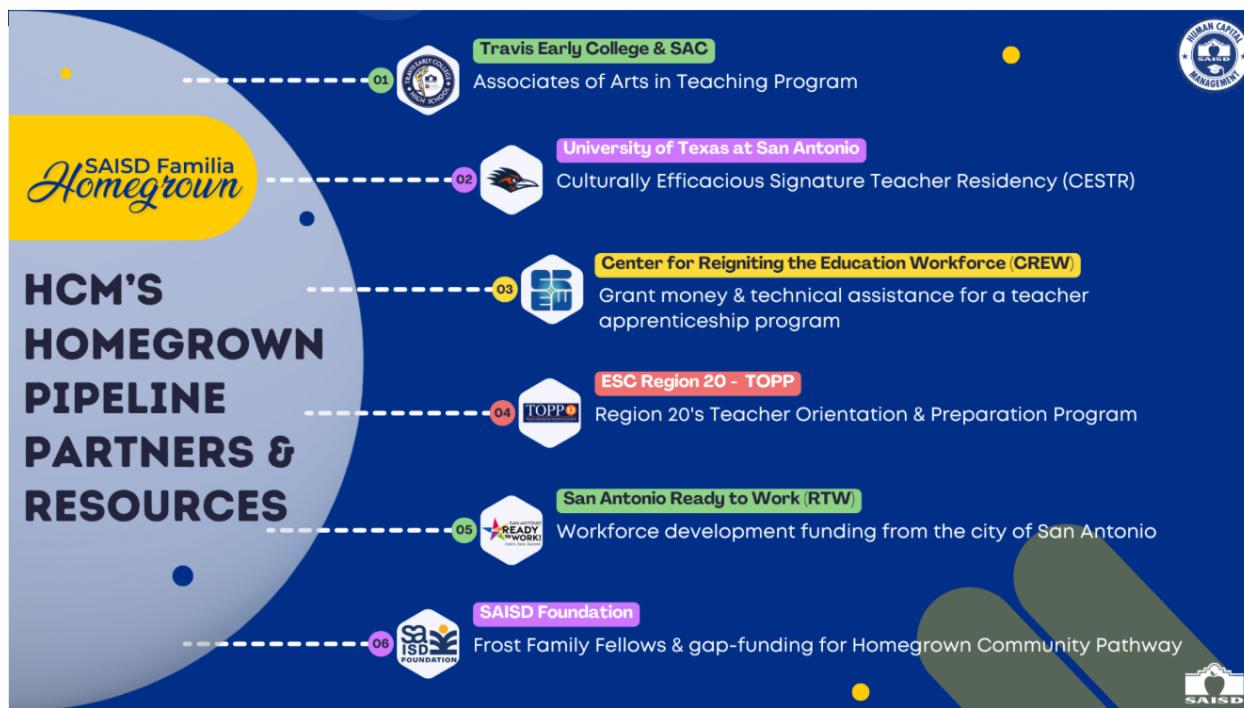
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**Enter the date of approval by the district board of trustees to submit the application for commissioner of education approval: January 20, 2026**

### **SAISD Transition Plan to Delay Certification Requirement**

**2025-2026 (Current Year)**

- The Office of Human Capital Management (HCM) is developing a variety of Homegrown pathways. As referenced above, this includes engaging our high school students who are interested in becoming teachers at Travis Early College High School and paraprofessionals with an associate's or bachelor's degree.
- As part of continued improvement, the District has implemented earlier hiring, strategic social media performance marketing, and a prioritization of staffing schools who are rated D or F to ensure they have fully certified, experienced, and effective teachers.
- HCM's Office of Continuous Improvement (OCI) has audited each DOI teacher's pathway to certification to provide appropriate resources to help study for certification exams or enroll in one of our Homegrown pathways (if applicable). HCM sends reminders to candidates for all certification needs.
- HCM leverages TeachSA.org to help all DOI teachers access resources and determine the appropriate pathway for their specific needs.
- For certification testing exams, especially around core content and the science of teaching exams, HCM provides extra duty pay for current teachers to tutor those who have failed the exam.

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## 2026-2027

Uncertified teachers in foundation courses hired under DOI waivers will decrease from 111 to ~75. The District will build on our results from the current 25-26 framework and implement the additional work below. In 26-27, our specific focus will be on strengthening elementary program. As noted above, the 25-26 school year was the first school year that the District had elementary teachers leverage DOI permits. In the summer of 25-26, the District will need to do a robust success analysis to determine what worked, what didn't, and what the District need to focus on.

- SAISD Residency and Clinical Teacher Coordinator will work closely with our external EPPs to reflect on what has helped in securing teacher placements, working closely with external EPPS to improve our yield of clinical teacher and teacher residents. Currently, our yield of clinical teachers and teacher residents is ~65%, which will be improved with our yield over time.
- District recruitment efforts will coincide with enrollment into one of our Homegrown pathways and/or personalized certification support for exam prep and passing. This will be a central focus of a dedicated HCM team member, with a corresponding increased accountability to ensure program success and growth.
- SAISD will strengthen our systems, supports, and partnerships to monitor uncertified teachers' progress toward key certification milestones. Teachers will be aware of the timeline and may be exited if they fail to make sufficient progress towards certification.

## 2027-2028

Uncertified teachers in foundation courses hired under DOI waivers will decrease from ~75 to ~40. The District will build on our results from the current 25-26 framework and expansion from 26-27. This year will specifically focus on strengthening our mathematics teacher pathway. In the 25-26 school year, the District started to partner with the SAISD Foundation and Frost Bank to create the "Frost Fellows." These individuals are current DOI teachers who are pursuing their math teacher certification with our Region 20 partners. With data from the 25-26 and 26-27 school year, we will identify common obstacles and then remove them for our math teachers on DOI waivers during this year. Additionally, the District will:

- Expand partnerships with our office of curriculum and instruction to participate in certification support, especially in regard to content knowledge
- Begin to provide semesterly certification reports to the Superintendent to share compliance, progress, and updated action plans on a narrower timeline.
- Pursue philanthropic sources for funding to support teacher certification, especially science certification for the upcoming school year.
- Partner with candidates and school leaders to determine the best science credential to pursue for the 28-29 school year, which may mean that some DOI teachers change their teaching schedules for an upcoming school year.

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### 2028-2029

Uncertified teachers in foundation courses hired under DOI waivers will decrease from ~40 to ~20. This year will focus on partnering closely with our science teachers to ensure that teachers are earning their science credential.

- The District will inform any new teacher hired on a DOI teaching permit that does not obtain a teacher certification by April of 2029 they will be exited from the District at the end of the school year
- The District will support any returning teacher who has failed to obtain their teaching certification by this time into an additional role, which could include a paraprofessional role or additional campus support which does not align to foundational teaching courses. If no position exists, they will be exited from the District.
- SAISD will start the 29-30 school year with zero teachers of a foundational course on a District of Innovation certification waiver.

### 2029-2030

Uncertified teachers in foundation courses hired under DOI waivers will decrease from ~20 to 0.

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