

District Application Plan for Delay of Teacher Certification Requirements

1. Application Overview

District Name: **Richardson ISD**

ESC Region: **Region 10**

Application Submission Date: **February 24, 2026**

Purpose of Application:

42in foundation curriculum courses by the 2029–2030 school year. The district will partner with approved educator preparation programs (EPPs), provide targeted support for uncertified educators, and align recruitment, retention, and professional development efforts to TEA certification expectations

2. Total Number of Uncertified Teachers in foundational curriculum courses (Districtwide): 218

Breakdown by Grade Level or Certification Area:

- Elementary (EC–5): **78**
- Middle School (6–8): **44**
- High School (9–12): **29**
- SPED Foundation Courses: **25**
- Bilingual/ESL: **42**

3. EPP Partnership(s)

Primary EPP Partner: **Dallas College**

Additional EPP Partner(s): **East Texas A&M University, Teach For America, iTeach, Texas Teachers and Region 10.**

Description of EPP Partnership(s):

Richardson ISD partners with Dallas College to implement a paid residency program to match students in their senior year with high quality mentor teachers, providing real world, hands-on experiences, and preparing them to be teachers of record.

In addition, RISD collaborates with several other Educational Preparation Programs (EPPs) to expand pathways to teacher certification and ensure a strong pipeline of future educators. This includes but is not limited to East Texas A&M University, Teach for America, iTeach, Texas Teachers, and Region 10.

Transition Plan:

Timeframe	Milestones	Strategies
2025–2026	Collect baseline data, finalize EPP partnerships, communicate plan to campuses	<p>Enrollment Requirement: Require all uncertified teachers to enroll in an approved EPP within 60 days of employment (by Fall 2025).</p> <p>Campus Visits: Conduct campus visits with uncertified teachers to explain legislative changes, discuss progress, and review district and state expectations.</p>
2026–2027	All uncertified staff enrolled in an EPP by PEIMS Snapshot date and actualize a 25% reduction of uncertified teachers	<p>EPP Partnership: Partner with Dallas College Educator Preparation Program and Region 10 ESC’s EPP to provide affordable, flexible, and accelerated pathways to certification.</p> <p>Teacher Pipeline Programs: Expand the RISD Paraprofessional-to-Teacher Pipeline to support instructional aides completing bachelor’s degrees and certification.</p> <p>Goal Setting and Monitoring: Campus administrators will meet with uncertified teachers to goal set and review certification expectations within the first 9 weeks of school and meet with teachers each quarter to monitor their progress.</p>
2027–2028	Actualize a 50% reduction of uncertified teachers	<p>Partnerships: Strengthen partnerships with Dallas College, East Texas A&M-Commerce, and University of Texas Dallas to recruit</p>

		<p>student teachers and clinical interns into full-time RISD roles.</p> <p>Leverage partnerships and existing funding streams to support certification pathways and tuition assistance.</p>
2028–2029	Actualize a 75% reduction of uncertified teachers	Mentorship: Pair each uncertified teacher with a certified mentor teacher for guidance on pedagogy, classroom management, and test preparation.
2029–2030	Actualize a 100% reduction of uncertified teachers	Certification Exam Support: Offer district-funded study sessions and reimbursement for TExES exam fees upon successful completion.

Richardson ISD will ensure annual reductions in uncertified teachers assigned to foundation curriculum courses until compliance is actualized in 2029 – 2030. The district will support certification compliance by implementing comprehensive pathways, thus expanding retention by providing mentoring, coaching, and the New Teacher Academy program for all new uncertified teachers. HR will also lead all monitoring and accountability efforts, conducting quarterly certification progress reviews with principals, issuing annual reports to district leadership and the Board, and implementing improvement plans or releasing uncertified teachers who do not make adequate progress. Through these coordinated efforts, HR will ensure consistent progress toward annual reduction targets and full certification compliance by 2029–2030.

4. Transition Plan to Achieve Full Certification Compliance

A. Goals and Metrics:

- Reduce uncertified teachers by 25% annually
- Increase enrollment in EPP programs to ___ participants per year
- Achieve full certification compliance by the 2029–2030 school year

B. Strategies:

- Recruitment: Targeted hiring of certified candidates
- Retention & Support: Mentorship, coaching, and exam support

- Monitoring: Quarterly review of certification progress
- Communication: Clear expectations for uncertified staff

C. Annual Timeline:

2025–2026: Baseline established; all uncertified teachers enrolled in EPPs

2026–2027: 25% reduction; increased exam support

2027–2028: 50% reduction; strengthen recruitment pipeline

2028–2029: 75% reduction; final phase-out of uncertified placements

2029–2030: 100% compliance; maintain certified-only staffing

5. Board of Trustees Approval of Application

Date of District Board of Trustees Approval to Submit Application:

January 15, 2026

6. Board of Trustees Approval of Plan

Date of District Board of Trustees Approval of the District Plan:

February 19, 2026

Attestation:

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

Board President Signature: _____ **Date:** _____

Superintendent Signature: _____ **Date:** _____