

**BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas**

Date: February 19, 2026

Division: Human Resources

Submitted by: Dr. Christopher Goodson,

Assistant Superintendent of Human Resources

ACTION ITEM

TOPIC: Delay of Teacher Certification Requirements-Plan Approval

Background: As part of House Bill 2 (HB 2) passed during the 89th Legislative Session, Texas public school districts will no longer be able to hire teachers for core content areas (reading, math, science and social studies) under a District of Innovation (DOI) Plan. Districts must plan for reducing the number of uncertified teachers in these areas. Richardson ISD hires teachers under the DOI plan as well as under the Associate Teacher role for special education and bilingual positions.

Texas Education Code (TEC), §21.0032 (a-1), authorizes the commissioner of education to approve district requests to delay implementation of certification requirements for foundation curriculum courses until the beginning of the 2029-2030 school year.

Districts must create a plan for how they will meet the statutory guidelines for teacher certification requirements. The plan will include an evaluation of how the district will transition to certification during the extension, and will require a district to:

- Identify the total number of uncertified individuals currently assigned to teach foundation curriculum courses (by subject area and grade level);
- Indicate the total number of new, uncertified teachers hired on average each of the last three years;
- Identify at least one Educator Preparation Program partner who will be used to support certification efforts during the extension;
- Obtain approval from the district board of trustees to delay teacher certification requirements until the beginning of the 2029-2030 school year; and
- Include confirmation of the board of trustees' approval with the application submission to the commissioner of education.

All applications will be subject to review and approval by the commissioner of education. Texas Education Agency (TEA) staff anticipate notifications to districts being shared on a rolling schedule of reviews and approvals, and a goal to complete all notifications to districts by the end of February 2026.

The district is providing the plan for review and approval by the Board. RISD is requesting an extension from TEA that would allow specific uncertified teachers more time, with an identified timeline of completion, to complete their respective certification program.

SUPERINTENDENT'S RECOMMENDATION: The Superintendent recommends that the Richardson Independent School District Board of Trustees approve the plan to be used for the application to delay the teacher certification requirements for a limited number of DOI or Associate teachers to allow them to complete their respective certification programs and become fully certified teachers by the beginning of the 2029-2030 school year if not sooner.

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</p>

		Dallas to recruit student teachers and clinical interns into full-time RISD roles. Leverage partnerships and existing funding streams to support certification pathways and tuition assistance.
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: 2/23/24