

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

Pursuant to Tex. Educ. Code § 21.0032(a-1), Leonard ISD 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.

Must be submitted no later than March 2, 2026

District Name: Leonard ISD

County-District Number (CDN): 074909

Superintendent Name & Email: Brad Maxwell - maxwellb@leonardisd.net

Point of Contact for Plan Implementation: Brad Maxwell

Board Approval Date: 2/16/26

Date Posted to District Website: 2/28/26

Link to Posted Plan: www.leonardisd.net

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

Reading/ELA

<u>K</u>	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>6th</u>
<u>7th</u>	<u>8th</u>	<u>9th</u>	<u>10th</u>	<u>11th</u>	<u>12th</u>	<u>Sub Total</u> 0

Mathematics

<u>K</u>	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>6th</u>
<u>7th</u>	<u>8th</u>	<u>9th</u>	<u>10th</u>	<u>11th</u>	<u>12th</u>	<u>Sub Tota</u> 0

Science

<u>K</u>	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>6th</u>
<u>7th</u>	<u>8th</u>	<u>9th</u>	<u>10th</u>	<u>11th</u>	<u>12th</u>	<u>Sub Total</u> 0

Social Studies

<u>K</u>	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>6th</u>
<u>7th</u>	<u>8th</u>	<u>9th</u>	<u>10th</u>	<u>11th</u>	<u>12th</u>	<u>Sub Total</u> 0

Average number of new uncertified teachers hired by the district over the past three school years (2022-23, 2023-24, 2024-25)	Total 2
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EDUCATOR PREPARATION PROGRAM PARTNERSHIPS

Name of EPP	Description of Partnership (How will the EPP support certification, training, mentorship etc.)
A+ Texas Teachers, dba Teachers of Tomorrow	The EPP and district will work together to provide needed support for certification, training, and mentoring programs.
Region 10 Education Service Center	The EPP and district will work together to provide needed support for certification, training, and mentoring programs.

TIMELINE & STRATEGIC PLAN FOR TRANSITION TO COMPLIANCE

Year	Goals	Key Strategies to reduce uncertified teachers & build pipeline.	Responsible Parties	Monitoring Metrics
2026-2027	Reduce uncertified teachers in reading/ELA	Offer accelerated certification seminars; assign mentor; track progress progress: GYO, TIA, Residency	Admin & EPP	% uncertified reading/ELA teachers
2026-2027	Reduce uncertified teachers in math	Offer accelerated certification seminars; assign mentor; track progress progress: GYO, TIA, Residency	Admin & EPP	% uncertified math teachers
2027-2028	Expand to include science & social studies	Offer accelerated certification seminars; assign mentor; track progress progress: GYO, TIA, Residency	Admin & EPP	% uncertified social studies and science teachers
2028-2029	Achieve < 5% uncertified in foundation subjects	Offer accelerated certification seminars; assign mentor; track progress progress: GYO, TIA, Residency	Admin & EPP	% uncertified social in foundation subjects
2029-2030	Full compliance (0% uncertified)			

STRATEGIES TO SUPPORT UNCERTIFIED TEACHERS

Year	Strategy Description	Responsible Parties	Monitoring Metrics
2026-2027	<p>Apply for GYO and PREP Residency to build pipeline of certified teachers</p> <p>Create a certification plan for all uncertified teachers employed by the district</p>	District Admin	<p># of paras enrolled in courses Fall 2026; Placement of two residents Fall 2026</p> <p>100% of uncertified teachers have a written certification plan by 5/2027</p>
2026-27	Create a cohort to support our uncertified teachers with study materials and a one time stipend to pay for exam	Curriculum Director	50% of uncertified teachers pass content test by EOY

Attestation:

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

Board President Signature:  Date: 2/16/26

Superintendent Signature:  Date: 2/16/26