

District Plan for Meeting Teacher Certification Requirements by School Year 2029-30

Pursuant to Tex. Educ. Code § 21.0032(a-1), Odem-Edroy 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.

District Name: Odem-Edroy ISD

County-District Number (CDN): 205905

Superintendent Name & Email: Yolanda L. Carr, carry@oeisd.org

Point of Contact for Plan Implementation: Jana Kieschnick, Executive Director

Board Approval Date: February 16, 2026

Date Posted to District Website: February 19, 2026

Link to Posted Plan: <https://content.myconnectsuite.com/api/documents/c0f2cd4968134cf58b5c205b51df267e>

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

| Grade or Subject: | # of Uncertified Teachers |
|---|----------------------------------|
| Kindergarten | 0 |
| 1st Grade | 0 |
| 2nd Grade | 0 |
| 3rd Grade | 0 |
| 4th Grade | 0 |
| 5th Grade | 0 |
| 6th Grade | 0 |
| 7th Grade – Science | 1 |
| 8th Grade | 0 |
| 9th Grade | 0 |
| 10th Grade – Social Studies | 1 |
| 11th Grade – Science | 1 |
| 12th Grade | 0 |
| Total | 3 |

| | |
|---|---|
| Average number of new uncertified teachers hired by the district over the past three school years (2022-23, 2023-24, 2024-25) | 3 |
|---|---|

EDUCATOR PREPARATION PROGRAM PARTNERSHIPS

| Name of EPP | Description of Partnership (How will the EPP support certification, training, mentorship, etc.) |
|----------------------------|--|
| Texas A&M University -CC | Provide courses toward certification, assign an onsite mentor, provide an appraiser to provide guidance and feedback, provide study guides for certification test, cohort study sessions for test. |
| Texas Teachers of Tomorrow | |
| iTeach Texas | |

TIMELINE & STRATEGIC PLAN FOR TRANSITION TO COMPLIANCE

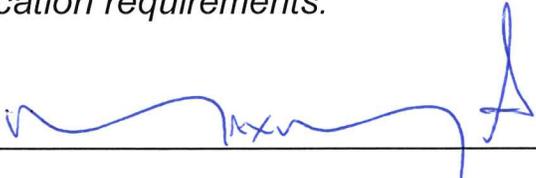
| Year | Goals | Key Strategies to reduce uncertified teachers & build pipeline. | Responsible Parties | Monitoring Metrics |
|-----------|--|---|---------------------|---|
| 2025-2026 | Reduce uncertified ELAR teachers by 30%; Math, Science, & Social Studies by 25%. | Offer accelerated certification seminars; assign mentor; track progress, Test Prep, Certification Test – 1 st attempt Test Fee Paid: GYO, TIA, Residency | District HR & EPP | % uncertified ELAR/Math teachers |
| 2026-2027 | Reduce uncertified ELAR teachers by 50%; Math, Science, & Social Studies by 45%. | Create certification cohort to support and track plan progress. | District HR & EPP | % uncertified ELAR/Math teachers |
| 2027-2028 | Reduce uncertified ELAR teachers by 50%; Math, Science, & Social Studies by 45%. | Create certification cohort to support and track plan progress. | District HR & EPP | % uncertified Science & Social |
| 2028-2029 | Achieve <10% uncertified in foundational subjects | Implement certification intervention plans and targeted exam support. | District HR & EPP | % uncertified teachers in foundation subjects |
| 2029-2030 | Full compliance | | District HR & EPP | 0% uncertified teachers |

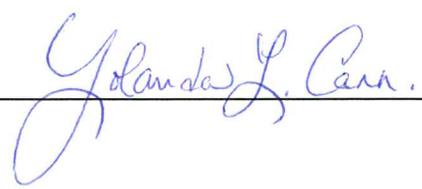
STRATEGIES TO SUPPORT UNCERTIFIED TEACHERS

| Year | Strategy Description | Responsible Parties | Monitoring Metrics |
|---------|--|--|---|
| 2025-26 | Apply for GYO and PREP Residency to build pipeline of certified teachers | Superintendent, District & Campus Administrators | # of para enrolled in courses Fall 2026: Placement of two residents Fall of 2026 |
| | Create a certification plan for all uncertified teachers employed by the district | Superintendent, District & Campus Administrators | 100% of uncertified teachers have a written certification plan by 5/2026 |
| 2026-27 | Create a cohort to support our uncertified teachers with study materials and a one-time stipend to pay for exam. | District Admin, Campus Principals, Lead Teachers | 50% of non-certified teachers pass content exam by EOY |
| 2027-28 | Provide time for non-certified teachers to participate in study sessions and additional test prep resources. | Superintendent, District & Campus Administrators | 75% of non-certified teachers pass content exam by EOY |
| 2028-29 | Provide targeted support for non-certified teachers – individualized intervention plans. | Superintendent, District & Campus Administrators | 90% of uncertified teachers pass content exam by EOY |
| 2029-30 | Establish ongoing support systems to help grow and hire certified teachers in foundational subjects. | Superintendent, District & Campus Administrators | 100% of non-certified teachers pass content exam by EOY |

Attestation:

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

Board President:  Date: 2/16/2026

Superintendent:  Date: 2/16/2026