

Lovelady ISD Plan to Address Uncertified Teachers

Board of Trustees Approval Plan

Purpose & Commitment

Lovelady Independent School District is committed to ensuring that all students receive instruction from appropriately certified teachers in foundational subject areas. While the district currently employs only four uncertified teachers in foundational content areas, Lovelady ISD recognizes its responsibility to meet statutory certification requirements and to proactively plan for full compliance.

District Goal:

100% of teachers in foundational subject areas will be fully certified by the start of the 2029–2030 academic year, with sustained compliance beyond 2030.

Current District Context

- Lovelady ISD employs only four uncertified teachers in foundational subject areas district wide. All of which are in alternative programs or are certified and preparing for the appropriate certification exam.
- Documentation is on file confirming that each uncertified teacher is actively working toward certification.
- The limited number of uncertified teachers allows for individualized, targeted support rather than broad corrective action.

Data Review & Monitoring

In developing this plan, Lovelady ISD has reviewed and will continue to annually review:

- Newly Certified and New Teacher Hires Dashboard
- Uncertified Teachers by District/School System Report

These tools will be used to:

- Monitor district trends
- Verify compliance progress
- Inform annual board updates

Strategic Goals & Timeline

Annual Certification Targets

School Year	Target Outcome
2025–2026	Reduction or maintenance at no more than current uncertified levels
2026–2027	At least one uncertified teacher fully certified
2027–2028	No more than one uncertified teacher remaining
2028–2029	All foundational subject teachers certified
2029–2030	100% compliance sustained

Support Strategies for Uncertified Teachers

Lovelady ISD will provide structured and individualized support to each uncertified teacher, including:

- **Documentation & Progress Monitoring**
 - Certification plans on file
 - Annual progress checkpoints with campus administration
- **Testing & Program Support**
 - Flexible scheduling for certification coursework and exams
 - Guidance on exam registration and preparation
- **Mentorship & Instructional Support**
 - Assignment of a certified mentor in the same content area
 - Access to instructional coaching as needed

- **Financial & Logistical Support (as applicable)**
 - Consideration of district-supported exam fees or preparation resources when appropriate

Recruitment & Certified Teacher Pipeline Development

Targeted Hiring Practices

- Prioritize fully certified candidates for all foundational subject vacancies
- Limit uncertified hires to rare, documented circumstances

Educator Preparation Program (EPP) Partnership

Lovelady ISD maintains an active partnership with Stephen F. Austin State University and Sam Houston State University through its Educator Preparation Program (EPP) to strengthen the district's certified teacher pipeline.

This partnership supports:

- Student teaching placements and observations in Lovelady ISD classrooms
- Ongoing collaboration with university faculty
- Early identification and recruitment of certification-ready candidates

Student Teacher Program – Fall 2026

Beginning in Fall 2026, Lovelady ISD will host Sam Houston State University student teachers and observation opportunities for their students. This initiative is designed to serve as a direct pipeline of fully certified teachers into the district.

Key components of the partnership pipeline include:

- Placement of student teachers alongside experienced, certified mentor teachers
- Priority consideration for employment in Lovelady ISD upon successful program completion and certification

Lovelady ISD anticipates that this partnership program will:

- Reduce future reliance on uncertified hires

- Increase retention of early-career teachers
- Strengthen instructional continuity for students

Grow-Your-Own & Long-Term Sustainability

In addition Lovelady ISD will:

- Encourage paraprofessionals and substitute teachers to pursue certification pathways
- Promote education career pathways to graduating seniors interested in returning to Lovelady ISD as certified educators
- Maintain strong relationships with regional institutions of higher education

Board Oversight & Transparency

- This plan will be reviewed annually by district leadership.
- Progress updates will be shared with the Board of Trustees as appropriate.
- Upon board approval, the plan will be posted in an easily accessible location on the district website, in accordance with Texas Education Agency requirements.
- TEA will issue final approval through the waiver application process.

Conclusion

Lovelady ISD is already operating with a minimal number of uncertified teachers and has documented evidence of active certification efforts. Through individualized support, strategic hiring, and ongoing relationships with Stephen F. Austin State University, Sam Houston State, and the Texas Teachers alternative certification program. The district is well positioned to achieve and sustain 100% certification in foundational subject areas by the 2029–2030 academic year.