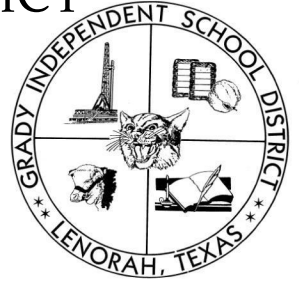


GRADY INDEPENDENT SCHOOL DISTRICT

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Grady Independent School District

Teacher Certification Compliance Delay Plan

Aligned to District of Innovation Plan (2024–2029)

Legal Authority

Grady Independent School District is operating under an approved District of Innovation Plan (2024–2029) pursuant to HB 1842 (84th Legislative Session), which allows flexibility from certain provisions of Texas Education Code §§21.002 and 21.003 related to teacher certification

Grady DOI 24-29

In accordance with newly enacted certification requirements under HB 2, Grady ISD submits this plan to outline a structured, good-faith pathway to full compliance, while preserving instructional continuity and stability for students.

Purpose

The purpose of this plan is to:

1. Ensure continued access to high-quality instruction for students in a small, rural district
2. Gradually reduce reliance on uncertified teachers
3. Support current employees in obtaining full SBEC certification
4. Achieve full compliance by the beginning of the 2029–2030 school year

Current District Context

Grady ISD serves a small rural community where:

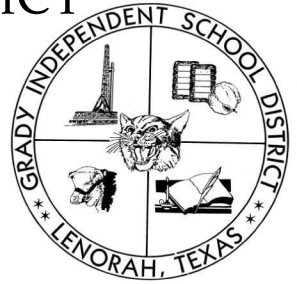
- Applicant pools are limited, particularly in secondary core and CTE areas
- Industry professionals and out-of-state educators provide valuable instructional expertise

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- Flexibility under the District of Innovation Plan has historically supported student access to coursework and programs

Consistent with the DOI plan, Grady ISD has utilized:

- Certified teachers teaching outside their certification field
 - Local teaching certificates for individuals with industry experience
 - Out-of-state certified teachers on probationary contracts while obtaining Texas certification
 - At-will employment for locally certified CTE instructors
- Uncertified teachers are actively enrolled in an approved educator preparation program or have an individualized plan to complete with the district.

Grady DOI 24-29

Compliance Goal

Grady ISD commits to employing only appropriately SBEC-certified teachers in all core academic subject areas no later than the start of the 2029–2030 school year, in alignment with state law.

Phased Compliance Timeline

Phase 1: Stabilization and Planning (2025–2026)

Objective: Establish baseline and prevent expansion of uncertified staffing.

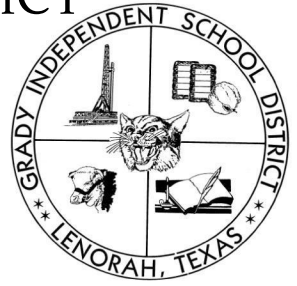
- No increase in the number of uncertified teachers
- All uncertified teachers must:
 - Hold a valid SBEC permit or
 - Be actively enrolled in an approved educator preparation program
- Principals submit written justification for any out-of-field assignments, consistent with DOI procedures
- Individual certification plans developed for each uncertified teacher

Target Outcome:

Maintain or reduce current uncertified staffing levels

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Phase 2: Measurable Reduction (2026–2027)

Objective: By the end of the 2026–2027 school year, **100% of uncertified teachers will be actively on track with their individual certification plans**, as documented by enrollment in an approved educator preparation program, completion of required coursework, and demonstrated progress toward required certification exams.

Key Measures of Progress:

- Each uncertified teacher has:
 - An individualized certification plan on file
 - Documented completion of coursework milestones
 - Evidence of exam attempts or scheduled testing dates
 - District verifies progress through annual certification reviews
-

Phase 3: Near-Full Compliance (2027–2028)

Objective: By the end of the 2027–2028 school year, **all remaining uncertified teachers will be in the final stages of certification**, including completion of required coursework and passage or pending passage of required content exams, with certification expected prior to or during the following school year.

Key Measures of Progress:

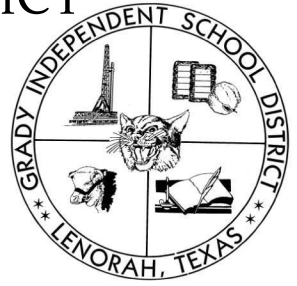
- Teachers have:
 - Completed program coursework
 - Passed content exams or are registered for final exam attempts
 - Obtained or are eligible for an internship or probationary certificate, as applicable
 - District limits uncertified assignments to hard-to-fill positions only
-

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Phase 4: Full Compliance (2028–2029)

Objective: Complete transition.

- Assign only SBEC-certified teachers to core academic courses
 - Any remaining exceptions limited to:
 - Emergency permits as explicitly allowed by law
 - Final compliance audit conducted prior to the 2029–2030 school year
-

Supports for Teacher Certification

Financial Support

- Exploration of grant opportunities and local incentives

Instructional & Administrative Support

- Assignment of certified mentors
 - Flexible scheduling for coursework and testing
 - Assistance navigating SBEC requirements
 - Annual progress reviews with campus administration
-

Recruitment Strategy for Certified Teachers

Immediate Actions

- Certified candidates prioritized in all postings
- Early posting of vacancies
- Active recruitment of:
 - Retired certified teachers
 - Alternative certification candidates already enrolled
 - Out-of-state certified teachers willing to obtain Texas certification

Long-Term Actions

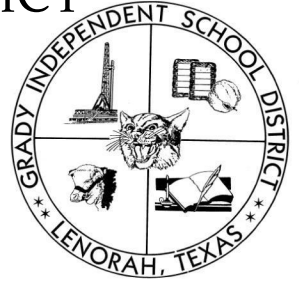
- “Grow-Your-Own” pathways for paraprofessionals and community members
- Strategic use of DOI flexibility only when no certified applicant is available

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Monitoring & Accountability

- Annual certification audit conducted by district administration
 - Progress reviewed with the Board of Trustees
 - Adjustments made annually based on staffing needs and applicant availability
-

Commitment Statement

Grady ISD affirms its commitment to meeting all state certification requirements while balancing the realities of rural staffing. This phased plan demonstrates a good-faith, structured approach to full compliance by 2029–2030, consistent with the district's approved District of Innovation Plan and focused on maintaining educational quality for all students.

Approved by Grady ISD Board of Trustees on 02/09/2026