



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

Pursuant to Texas Education Code 21.0032(a-1), Runge Independent School District 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: Runge Independent School District

County-DistrictNumber (CDN): 128903

Superintendent Name & Email: Hector O. Dominguez, Jr.; hdominguez@rungeisd.org

Point of Contact for Plan Implementation: Hector O. Dominguez, Jr.

Board Approval Date: 2/23/26

Date Posted to District Website: 2/23/26

Link to Posted Plan: <https://www.rungeisd.org/vnews/display.v/SEC/Required%20Postings>

1. Purpose

The purpose of this plan is to ensure all teachers assigned to foundation curriculum courses obtain appropriate SBEC certification while maintaining instructional continuity for students. The district will transition from reliance on uncertified teachers to a fully certified workforce no later than the beginning of the **2029–2030 school year** in accordance with Texas Education Code §21.0032.

2. Current Staffing Profile

Category	Number
Total Teachers	13
Teachers Currently Uncertified	7
Teachers Currently Certified	6
Percentage Uncertified	54%

The district operates in a limited educator labor market and has historically experienced difficulty recruiting certified applicants in core content areas. Uncertified teachers are currently serving while actively pursuing certification through an Educator Preparation Program (EPP).

3. Transition Goal

Goal:

All teachers of record in foundation curriculum courses will hold standard certification prior to the start of the 2029–2030 school year.

4. Certification Pipeline Structure

The district will operate a structured certification pathway rather than individual independent efforts.

A. Educator Preparation Program Partnership

Runge ISD will partner with the following Educator Preparation Programs (EPPs) to help our staff obtain full SBEC certification:

- Region 3 ESC
- 240 Certification
- Iteach TEXAS
- A+ Texas Teachers
- Teachworth

B. Teacher Expectations

Each uncertified teacher must:

Year 1

- Enroll in EPP
- Complete coursework requirements
- Attempt the content exam

Year 2

- Pass the content exam
- Begin pedagogy coursework
- Complete observations

Year 3

- Pass the PPR exam
- Apply for standard certification

Failure to demonstrate progress in two consecutive semesters will result in reassignment to the foundation curriculum, when staffing allows.

C. District Supports

The district will provide structured supports to remove barriers to certification:

Professional Support

- assigned instructional mentor
- test preparation sessions
- release time for testing
- targeted coaching aligned to certification standards

Monitoring

Campus administration will track progress each semester using a certification tracker.

5. Staffing Protection Plan

To protect instructional continuity:

1. The district will prioritize retaining teachers who are actively progressing toward certification.
2. Newly hired uncertified teachers will be hired only if enrolled in an EPP.
3. The district will annually reduce reliance on uncertified teachers through:
 - attrition replacement with certified staff
 - certification completion
 - reassignment when appropriate

6. Annual Benchmarks

School Year	Target
2025-2026	All uncertified teachers enrolled in EPP
2026-2027	At least 50% pass content exams
2027-2028	At least 50% obtain standard certification
2028-2029	All remaining teachers certified, reassigned, or non-renewed
2029-2030	Fully compliant workforce

7. Accountability and Oversight

The superintendent will provide an annual certification status report to the board of trustees, including:

- number certified
- number in progress
- exam pass rates
- staffing projections

8. Commitment Statement

The district is not seeking to avoid certification requirements. The district is requesting additional time to responsibly transition its workforce while maintaining safe, stable, and continuous instruction for students.

Attestation:

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

Board President Signature:  **Date:** 2-23-26

Superintendent Signature:  **Date:** 2/23/26