



Onalaska ISD Teacher Certification Compliance Action Plan

At the  we GROW!

It is the policy of Onalaska ISD not to discriminate on the basis of race, color, religion, national origin, age, sex, or handicap in its vocational programs, services, or activities as required by the Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; and Section 504 of the Rehabilitation Act of 1973, as amended.

Initiative Overview

Onalaska ISD will continue to provide structured district support for teachers pursuing certification through a non-traditional route as a critical component of its plan to achieve 100% certification in foundation courses prior to the 2029–2030 school year.

This initiative includes coordination with the district's Region 6–supported mentorship program and pursuing involvement in Sam Houston State University's teacher residency partnership, ensuring that all uncertified teachers receive targeted, job-embedded assistance toward full certification. All OISD non-certified teachers in foundational courses receive additional support from the district's Instructional Coaches.

Onalaska ISD will also utilize a targeted recruitment plan to prevent any need for additional non-certified teachers in foundational courses.

Key Components of District Certification Pathways

1. Identification and Enrollment in Alternative Certification Programs

Teachers who are not fully certified in foundation courses will be:

- Identified annually by grade level and subject area
- Provided with test prep support
- Supported in enrolling in an approved Alternative Certification Program
- Monitored to ensure timely progression toward certification

2. Integrated Mentorship and Coaching

Uncertified Teachers will receive:

- Assignment to a mentor through the district's mentorship initiative, supported by the OISD Instructional Coaches
- Job-embedded instructional coaching aligned to:
 - T-TESS domains
 - Classroom management
 - Content mastery in foundation courses
- Ongoing feedback and progress check-ins at least every six weeks

3. Grow Your Own Program

The district will:

- Track uncertified teacher progress toward certification benchmarks

- Provide supports such as:
 - Exam preparation assistance
 - Scheduling flexibility when feasible
 - Access to instructional resources aligned to certification content
 - Support from district Instructional Coaches
 - Financial Support for certification cost

- Adjust mentorship and coaching supports based on individual teacher needs

4. Teacher Residency/Internship

Teachers who are not fully certified in foundation courses will either be:

- In Sam Houston State University's teacher residency partnership, or
- Enrolled in Teachers of Tomorrow Alternative Certification Program.

Further, teachers who are not fully certified in foundations courses will:

- Receive targeted Job-embedded assistance toward full certification
- Be monitored to ensure timely progression toward certification

5. Onalaska ISD Historical Teacher Data

- Over the last three years, Onalaska ISD has hired an average of 6 across all grade levels and subject areas.

- The current total number of uncertified teachers assigned to teach foundational curriculum is 4. They are all enrolled in an Alternative Certification Program and are working towards becoming fully certified.
 - 1 in 2nd Grade
 - 1 in 5th Grade
 - 1 in 9-12 English
 - 1 in 6-8 Social Studies

6. Alignment to Compliance Timeline

Uncertified teacher support is directly aligned to the district's phased compliance goals:

School Year	Uncertified Teacher Focus
2025–2026	Intensive support for all currently uncertified teachers
2026–2027	Reduced cohort size; targeted content-area support
2027–2028	Final certification testing and completion
2028–2029	Verification of certification status
2029–2030	No uncertified teachers in foundation courses

7. Funding Sources

Support for uncertified teachers will be funded through:

- Local district funds

