

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

*Pursuant to Tex. Educ. Code § 21.0032(a-1), Ector 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.*

**Must be submitted no later than March 2, 2026**

District Name: Ector ISD

County-District Number (CDN): 074905

Superintendent Name & Email: Jennifer Morris, [jennifer@ectorisdonline.org](mailto:jennifer@ectorisdonline.org)

Point of Contact for Plan Implementation: Jennifer Morris

Board Approval Date: to be approved February 23rd, 2026

Date Posted to District Website: March 20th

Link to Posted Plan: <https://www.ectorisd.net/required-postings>

### UNCERTIFIED TEACHERS BREAKDOWN BY GRADE LEVEL AND/OR SUBJECT AREA:

#### Reading/ELA

<u>K</u> 01	<u>1st</u> 0	<u>2nd</u> 01	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>6th</u>
<u>7th</u>	<u>8th</u>	<u>9th</u>	<u>10th</u>	<u>11th</u>	<u>12th</u>	<u>Sub Total</u> 2

#### Mathematics

<u>K</u> 01	<u>1st</u> 0	<u>2nd</u> 01	<u>3rd</u>	<u>4<sup>th</sup></u>	<u>5th</u>	<u>6th</u>
<u>7th</u>	<u>8th</u>	<u>9th</u>	<u>10th</u>	<u>11th</u>	<u>12th</u>	<u>Sub Total</u> 2

#### Science

<u>K</u> 01	<u>1st</u> 0	<u>2nd</u> 01	<u>3rd</u>	<u>4<sup>th</sup></u>	<u>5th</u>	<u>6th</u> 1
<u>7<sup>th</sup></u> 1	<u>8th</u> 1	<u>9<sup>th</sup></u>	<u>10th</u>	<u>11th</u>	<u>12th</u>	<u>Sub Total</u> 5

**Social Studies**

<u>K</u> 01	<u>1st</u> 0	<u>2nd</u> 01	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>6th</u>
<u>7th</u>	<u>8th</u>	<u>9th</u>	<u>10th</u>	<u>11th</u>	<u>12th</u>	<u>Sub Total</u> 2

Average number of new uncertified teachers hired by the district over the past three school years (2022-23, 2023-24, 2024-25)	<b>Total</b> 1
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**EDUCATOR PREPARATION PROGRAM PARTNERSHIPS**

<b>Name of EPP</b>	<b>Description of Partnership</b> <small>(How will the EPP support certification, training, mentorship etc.)</small>
East Texas A&M	East Texas A&M supports our district by providing educator preparation, certification guidance, training, and ongoing professional development to help candidates successfully meet state certification requirements.
I-Teach	I-Teach supports our district by preparing and coaching certification candidates through coursework, exam preparation, and field-based mentoring to ensure they are ready to earn Texas teacher certification and serve in the classroom.

**TIMELINE & STRATEGIC PLAN FOR TRANSITION TO COMPLIANCE**

Year	Goals (By Core Content Area)	Key Strategies to Reduce Uncertified Teachers & Build Pipeline	Responsible Parties	Monitoring Metrics / Artifacts
2025–2026	Reduce uncertified Reading/ELA teachers by 30%; Math by 25%; Science by 25%; Social Studies by 30%	Offer accelerated certification seminars; assign a mentor to all uncertified teachers; create written certification plans and track progress	District HR, Principals, Superintendent EPP Partners	Mentor meeting logs; certification plans on file; EPP enrollment confirmations; attendance records for certification seminars
2026–2027	Reduce uncertified Reading/ELA teachers by 50%; Math by 45%; Science by 45%; Social Studies by 50%	Create certification support cohorts; provide study materials; district reimburse for cert testing	Superintendent Principals, District HR	district reimbursement records; rosters; documentation of study sessions; EPP verification reports
2027–2028	Reduce uncertified Reading/ELA teachers by 70%; Math by 65%; Science by 65%; Social Studies by 70%	Provide substitutes for uncertified teachers to attend study sessions, professional learning, and peer classroom observations	Principals	Substitute/leave tracking logs; PD sign-in sheets; observation schedules; reflection logs
2028–2029	Reduce uncertified Reading/ELA teachers by 90%; Math by 85%; Science by 85%; Social Studies by 90%	Implement individualized certification intervention plans and targeted exam preparation support	Principals	Individual intervention plans; coaching schedules; EPP candidate progress reports; certification attempt records
2029–2030	Ensure 100% of new uncertified hires complete certification within their first year	Embed certification onboarding supports including mentoring and structured exam preparation	Principals	Onboarding documentation; mentor assignments; EPP enrollment verification; completion reports

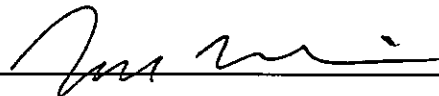
### STRATEGIES TO SUPPORT UNCERTIFIED TEACHERS

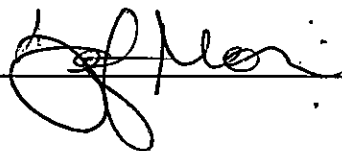
Year	Strategy Description	Responsible Parties	Monitoring Metrics
2025-2026	Create a certification plan for all uncertified teachers employed by the district	Principals	100% of uncertified teachers have a written certification plan by 5/2026
2026-2027	<p>Assign a mentor to all non-certified teachers to support completion of certification plans.</p> <p>Create a cohort to support our uncertified teachers with study materials</p>	Principals	<p>Log of mentor meetings; 30% of non-certified teachers passing at least one exam by 10/31/2026</p> <p>50% of uncertified teachers pass content test by EOY</p>
2027-2028	Provide substitutes for non-certified teachers to participate in study sessions, attend content based professional learning, and observe similar content area teachers.	Principals	75% of uncertified teachers pass content text by EOY.
2028-2029	Provide targeted support for remaining uncertified teachers through individualized intervention plans, additional test prep resources, and continued coaching to ensure completion of certification requirements.	Campus Administrators	95% of uncertified teachers earn full certification by the end of the year.

2029-2030	Establish an ongoing support system for newly hired uncertified teachers that includes mentoring, certification planning, and structured exam preparation beginning at onboarding.	Superintendent and Campus Admin	100% of uncertified new hires are enrolled in an EPP and have an approved certification plan within the first year of employment.
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**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