

## Delay of Teacher Certification Requirements

Clyde CISD plans to apply for a delay of implementation of teacher certification requirements as outlined in Texas Education Code (TEC), 21.003, and new TEC 21.0032.

A person may not be employed as a teacher, teacher intern, or teacher trainee, librarian, educational aide, administrator, education diagnostician, or school counselor by a school district **unless the person holds an appropriate certificate or permit** issued as provided by Subchapter B, which includes any SBEC issued certificate (intern, probationary, standard, enhanced standard or emergency permit for the subject area and grade level.

2027-2028 Districts must ensure all foundational subject teachers (i.e., reading/English language arts, math, science, and social studies at any grade level are certified.

### CCISD

- Partner with 240 Tutoring to provide a reduced rate for tutoring for certification exams
- CCISD also purchased 240 Tutoring credits to be issued from the HR office to assist teachers in earning certification (See **Clyde CISD Teacher Certification Support Program Policy**)
- Partner with McMurry University ACP for a pipeline to certification for prospective hires.
- Work with uncertified personnel to provide release time and other support while they pursue completing certification
- Provide mentor faculty members to work with uncertified individuals during the school year

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

*Pursuant to Tex. Educ. Code § 21.0032(a-1), **Clyde CISD** 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: Clyde CISD

County-District Number (CDN): 030902

Superintendent Name & Email: Bryan Allen ballen@clydeisd.org

Point of Contact for Plan Implementation: Paula Kinslow pkinslow@clydeisd.org

Board Approval Date: \_\_\_\_\_

Date Posted to District Website: \_\_\_\_\_

Link to Posted Plan: [www.clydeid.org](http://www.clydeid.org)

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

#### Reading/ELA

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

### Mathematics

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

### Science

<u>K</u>	<u>1st</u>	<u>2nd</u>	<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>
						0

### Social Studies

<u>K</u>	<u>1st</u>	<u>2nd</u>	<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>
						0

Average number of new uncertified teachers hired by the district over the past three school years (2022-23, 2023-24, 2024-25)	<p><b><u>Total</u></b></p> <p><b>4</b></p>
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### EDUCATOR PREPARATION PROGRAM PARTNERSHIPS

Name of EPP	<b>Description of Partnership</b> <small>(How will the EPP support certification, training, mentorship etc.)</small>
McMurry University	Work in collaboration with the district to provide certification support, training, and mentorship to ACP candidates

### TIMELINE & STRATEGIC PLAN FOR TRANSITION TO COMPLIANCE

Year	Goals	Key Strategies to reduce uncertified teachers & build pipeline.	Responsible Parties	Monitoring Metrics
2025-2026	Reduce uncertified teachers in math by 50%	Offer accelerated certification seminars; assign a mentor; track progress: GYO,	District HR & EPP	20% uncertified reading/Math teachers

		TIA requirements		
2026-2027	Reduce uncertified teachers in reading/ELA by 100%	Offer accelerated certification seminars; assign a mentor; track progress: GYO, TIA requirements	District HR & EPP	100% uncertified reading/ELA teachers
2027-2028	Achieve < 15% uncertified in foundation subjects	Offer accelerated certification seminars; assign a mentor; track progress: GYO, TIA requirements	District HR & EPP	10% uncertified core teachers
2028-2029	Achieve < 5% uncertified in foundation subjects	Offer accelerated certification seminars; assign a mentor; track progress: GYO, TIA requirements	District HR & EPP	2% uncertified core teachers
2029-2030	<b>Full compliance</b> (0% uncertified)	<b>Full compliance</b>	<b>Full compliance</b>	<b>Full compliance</b>

## STRATEGIES TO SUPPORT UNCERTIFIED TEACHERS

Year	Strategy Description	Responsible Parties	Monitoring Metrics
2025-26	Partner with 240 Tutoring to provide a reduced rate for tutoring for certification exams	HR & Director of Curriculum	75% usage of product
	CCISD also purchased 240 Tutoring credits to be issued from the HR office to assist teachers in earning certification (See <b>Clyde CISD Teacher Certification Support Program Policy</b> )	HR & Director of Curriculum	75% usage of product
	Continue GYO program and increase the pipeline of certified teachers	HR & Director of Curriculum	2 paras enrolled in courses Fall 2026
	Create a certification plan for all uncertified teachers employed by the district	HR	100% of uncertified teachers have a written certification plan by 5/2026
	Work with uncertified personnel to provide release time and other support while they pursue completing certification	HR	50% of uncertified teachers pass the content test by EOY
	Provide mentor faculty members to work with uncertified individuals during the school year	Administrators	

2026-27	Partner with 240 Tutoring to provide a reduced rate for tutoring for certification exams	HR & Director of Curriculum	80% usage of product
	CCISD also purchased 240 Tutoring credits to be issued from the HR office to assist teachers in earning certification (See <b>Clyde CISD Teacher Certification Support Program Policy</b> )	HR & Director of Curriculum	80% usage of product
	Continue GYO program and increase the pipeline of certified teachers	HR & Director of Curriculum	4 paras enrolled in courses Fall 2026
	Create a certification plan for all uncertified teachers employed by the district	HR	100% of uncertified teachers have a written certification plan by 5/2026
	Work with uncertified personnel to provide release time and other support while they pursue completing certification	HR	70% of uncertified teachers pass the content test by EOY
	Provide mentor faculty members to work with uncertified individuals during the school year	Administrators	
2028-2029	Continue to monitor and support teacher certification	HR	95% certified core teachers
2029-2030	Continue to monitor and support teacher certification	HR	100% certified core teachers

**Attestation:**

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

**Board President Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Superintendent Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_