

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

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

Reading/ELA

<u>K</u> 1	<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> 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>10th</u>	<u>11^t</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)	Total 4
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EDUCATOR PREPARATION PROGRAM PARTNERSHIPS

Name of EPP	Description of Partnership (How will the EPP support certification, training, mentorship etc.)
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	Full compliance (0% uncertified)	Full compliance	Full compliance	Full compliance

STRATEGIES TO SUPPORT UNCERTIFIED TEACHERS

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

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

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: _____