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# BIG SPRING ISD PLAN TO ADDRESS UNCERTIFIED TEACHERS

January 2026

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# PURPOSE

The purpose of the Big Spring ISD Plan to Address Uncertified Teachers is to ensure all teachers who teach the foundation curriculum hold appropriate certification to improve student outcomes in compliance with state requirements (HB 2) by the 2029-2030 school year.

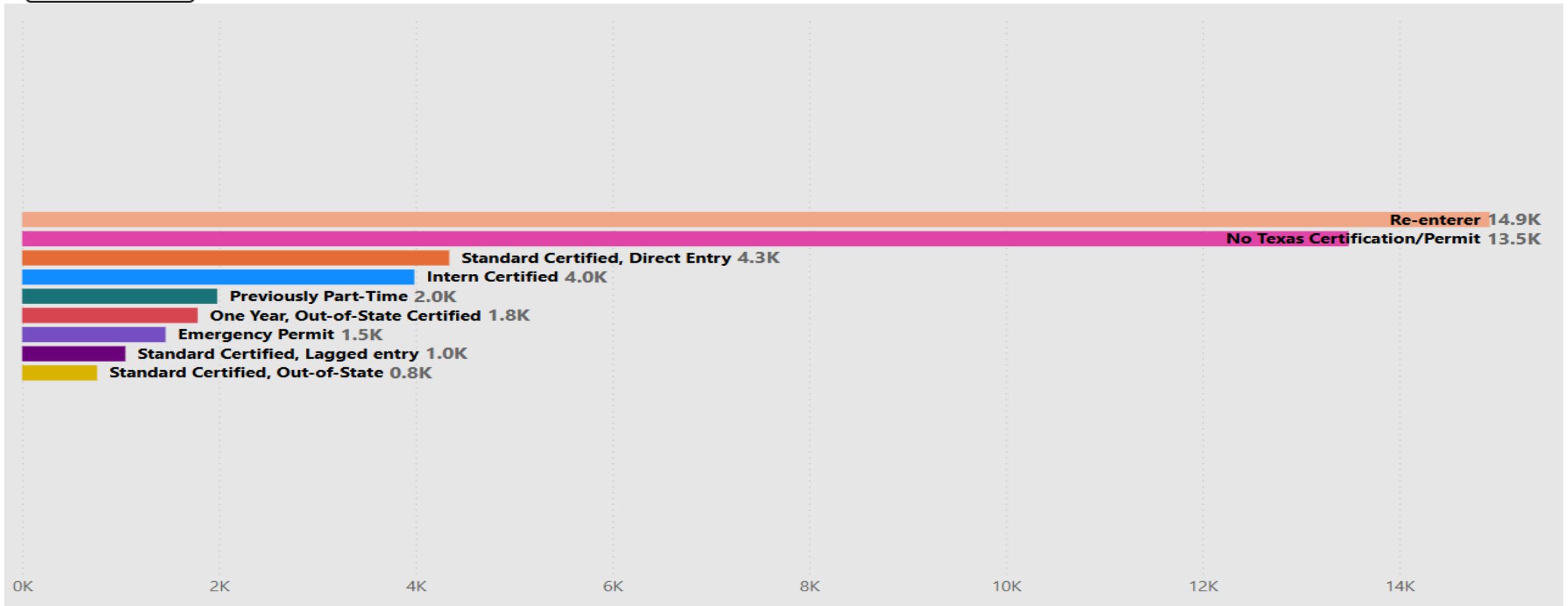
The plan will address current percentages of uncertified teachers, root causes contributing to the percentages, a timeline for the plan, and strategies to decrease the number of uncertified teachers in BSISD.

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# CURRENT STATE-WIDE DATA

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# CURRENT LOCAL DATA

The charts presented indicate school year 2025-2026 percentages of uncertified teachers within Big Spring ISD. This group includes foundation curriculum teachers only.

BSISD Uncertified Data (Foundation Curriculum)		
# Uncertified Teachers	Total Teachers	Percentage Noncertified
56	150	38%

Moss Elementary Uncertified Data (Foundation Curriculum)			
Grade Level/Content	# Noncertified Teachers	Total Teachers	Percentage Noncertified
PreK Math/Reading	4	6	67%
PreKK Bilingual M/R	1	1	100%
Kinder Math	3	5	60%
Kinder Reading	3	5	60%
Kinder Bilingual M/R	2	2	100%
Kinder Life Skills	0	1	0%
Campus Total	13	20	65%

Marcy Elementary Uncertified Data (Foundation Curriculum)			
Grade Level/Content	# Noncertified Teachers	Total Teachers	Percentage Noncertified
1st Reading	2	6	33%
1st Math	2	6	33%
2nd Reading	2	6	33%
2nd Math	2	6	33%
1st Bilingual R/M	1	2	50%
2nd Bilingual R/M	0	1	0%
Inclusion (Sped)	0	1	0%
Life Skills (Sped)	1	2	50%
Dyslexia	0	1	0%
Campus Total	10	31	32%

Washington Elementary Uncertified Data (Foundation Curriculum)			
Grade Level/Content	# Noncertified Teachers	Total Teachers	Percentage Noncertified
3rd Reading	1	6	17%
3rd Math	1	6	17%
4th Reading	3	6	50%
4th Math	1	6	17%
Inclusion (Sped)	1	3	33%
Life Skills (Sped)	1	3	33%
Dyslexia	0	2	0%
Campus Total	8	32	25%

Big Spring Intermediate Uncertified Data (Foundation Curriculum)			
Grade Level/Content	# Noncertified Teachers	Total Teachers	Percentage Noncertified
5th Reading	1	3	33%
5th Math	0	3	0%
5th Sci/SS	2	6	33%
6th Reading	2	4	50%
6th Math	1	5	20%
6th Sci/SS	3	5	60%
Inclusion (Sped)	1	3	33%
Life Skills (Sped)	2	2	100%
Dyslexia	0	1	0%
Campus Totals	12	32	38%

<b>Big Spring Junior High Uncertified Data (Foundation Curriculum)</b>			
Grade Level/Content	# Noncertified Teachers	Total Teachers	Percentage Noncertified
7th Reading	1	3	33%
7th Math	2	3	67%
7th Sci/SS	3	5	60%
8th Reading	0	3	0%
8th Math	2	3	67%
8th Sci/SS	1	6	17%
Inclusion (Sped)	1	4	25%
Life Skills (Sped)	1	2	50%
<b>Campus Totals</b>	<b>11</b>	<b>29</b>	<b>38%</b>

<b>Big Spring High School Uncertified Data (Foundation Curriculum)</b>			
Grade Level/Content	# Noncertified Teachers	Total Teachers	Percentage Noncertified
Math	1	10	10%
ELA	0	10	0%
Science	3	9	33%
Social Studies	2	10	20%
Inclusion (Sped)	3	6	50%
Life Skills (Sped)	3	3	100%
ESL	1	1	100%
Dyslexia	0	1	0%
<b>Campus Total</b>	<b>13</b>	<b>50</b>	<b>26%</b>

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## ROOT CAUSES

- Teacher attrition across Texas in 2024-2025 was 12.91%, increasing from the 2024-2025 attrition rate of 12.16%, while New Teacher Hires decreased by 10% from 2023-2024 to 2024-2025.
  - Big Spring ISD is in the Permian Basin. Many entry level oil field jobs can pay as much or more than starting teacher salaries even without a degree. At times, housing costs go up when workers flood the area. Teachers, on fixed or modest salaries, can't afford rent or home prices.
  - High Mobility rate of both students and staff.
  - Big Spring ISD is a more remote district relative to major metro areas, which may make it harder to recruit certified teachers from outside or retain them long-term.
  - Traditional university-based teacher preparation programs in Texas have declined over the past decade.
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## TARGETED GOAL- BSISD WILL REDUCE THE NUMBER OF UNCERTIFIED TEACHERS BY THE FOLLOWING PERCENTAGES:

➤ 2025-2026 35%

➤ 2026-2027 26%

➤ 2027-2028 18%

➤ 2028-2029 10%

➤ 2029-2030 0%

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# STRATEGIES AND SUPPORT FOR CERTIFICATION

- BSISD will participate in LASO 4 Preservice Residency Allotment. The allotment allows the district to support the candidates financially. The districts continued partnership with EPP's such as Tech Teach will support certification efforts.
  - BSISD will participate in LASO 4 Grown Your Own Allotment. The allotment allows for district to give financial support/incentives to employees who are working toward a bachelor's degree and eventual certification. The district partners with Texas Tech University (Tech Teach), Grand Canyon University, the University of Texas @ the Permian Basin, and Howard College. We are currently seeking to partner with other four-year universities.
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# STRATEGIES AND SUPPORT FOR CERTIFICATION

- BSISD will participate in the LASO 4 Mentorship Allotment. The allotment allows for the district to support financially mentors of preservice residents and grown you candidates. The allotment also offers a series of trainings for mentors to ensure firm support of teacher candidates.
  - BSISD offers a PLC period to all foundation curriculum instructors. This is 225 minutes of group planning in addition to the common conference period. The structured PLC offers daily training on instruction best practices and targeted data digs to support instructional practices. New teachers and preservice residents are supported as they learn best practices for planning and student learning such as, lesson rehearsals, lesson internalization, lesson delivery, student work analysis, and plans for reteach/intervention through strategic data digs.
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# IMPLEMENTATION AND OVERSITE

- This plan will be overseen by the Assistant Superintendent of Academics and Assessment.
  - The Assistant Superintendent of Academics and Assessment will be supported by various district central office staff, campus administration, and the EPP Coordinator.
  - BSISD tracks all noncertified teachers through a shared sheet. The sheet lists all noncertified teachers, campus, and track progress through four check-ins throughout the school year. Check-in's require noncertified teachers to state status of certification or progress toward a degree with supporting documentation such as class schedules, transcripts, SOE's, testing results, etc.
  - The plan will be adjusted as needed.
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# APPROVAL AND COMMUNICATION

- The plan was approved by Big Spring ISD School Board on \_\_\_\_\_.
  - The board approved plan will be posted on the district website after board approval at \_\_\_\_\_.
  - BSISD will adhere to all parental notification requirements when uncertified teachers are assigned to a classroom for more than 30 consecutive days.
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