

Delay of Teacher Certification Requirements

Comanche ISD 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.

Comanche ISD

- Partner with Tarleton State University Residency Program and ACP program 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
- Create a certification plan for all uncertified teachers employed by the district

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

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

County-District Number (CDN): 047901

Superintendent Name & Email: Leanne Ingram lingram@comancheisd.net

Point of Contact for Plan Implementation: Leanne Ingram lingram@Comancheisd.net

Board Approval Date: February 23, 2026

Date Posted to District Website: February 24, 2026

Link to Posted Plan: www.comancheisd.net

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

Reading/ELA

<u>K</u>	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>6th</u>
1		1				
<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> 1	<u>1st</u>	<u>2nd</u> 1	<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

Science

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

Social Studies

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

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

EDUCATOR PREPARATION PROGRAM PARTNERSHIPS

Name of EPP	Description of Partnership <small>(How will the EPP support certification, training, mentorship etc.)</small>
Tarleton State University	Work in collaboration with the district to provide teacher residents through the PREP Residency Program Grant and 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: TIA requirements	District HR & EPP	20% uncertified reading/Math teachers
2026-2027	Reduce uncertified teachers in reading/ELA by 100%	Offer accelerated certification seminars; assign a mentor; track progress: Residency, 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: Residency, 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: Residency, 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>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>	HR & Campus Principals	<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>

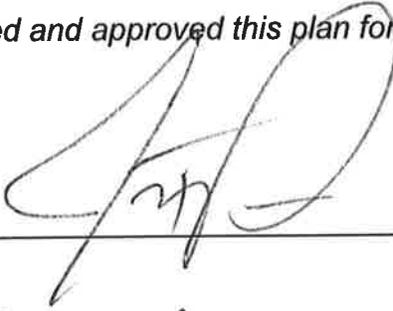
2026-27	<p>Begin Residency program and increase the pipeline of certified teachers</p> <p>Create a certification plan for all uncertified teachers employed by the district</p> <p>Work with uncertified personnel to provide release time and other support while they pursue completing certification</p> <p>Provide mentor faculty members to work with uncertified individuals during the school year</p>	HR & Campus Principals	<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>
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
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Attestation:

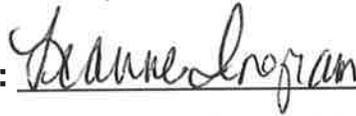
The district board of trustees has reviewed and approved this plan for meeting statutory teacher certification requirements.

Board President Signature: _____



Date: 2-23-26

Superintendent Signature: _____



Date: 2.23.26