



# Lamesa Independent School District

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## Lamesa ISD District Plan to Address Uncertified Teachers

### In Compliance with HB 2 Teacher Certification Requirements

#### Purpose

In alignment with the implementation of House Bill 2 (HB 2) and the updated teacher certification requirements, Lamesa ISD has developed this comprehensive plan to ensure all teachers assigned to foundation curriculum courses hold valid Texas certification by the start of the 2029–2030 academic year. This plan outlines district goals, timelines, and strategies to systematically reduce the number of uncertified teachers while building a sustainable pipeline of certified educators.

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#### Current District Overview (2025–2026)

As of the 2025–2026 school year, Lamesa ISD employs 21 uncertified teachers across various campuses and grade levels. The district will continue to use internal reporting, along with TEA's *Uncertified Teachers by District Report*, to monitor and update this data annually. The total number of uncertified teachers over the last three years is 34.

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#### District Goals

1. Achieve 100% compliance with certification requirements by August 2029.
2. Reduce the number of uncertified teachers by at least 20% each year beginning in the 2026–2027 school year.
3. Increase participation in educator preparation programs (EPPs) through district partnerships and financial or structural supports.



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- a. Texas Tech, UTPB, iTeach, Texas Teachers of Tomorrow, and Andrew Alt. Cert.
  - 4. Establish a sustainable teacher pipeline by investing in recruitment, mentoring, and residency programs offered through TechTeach.
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## Timeline for Implementation

School Year	Goal	Primary Actions
2025–2026	Establish baseline and partnerships	Identify all uncertified teachers; secure EPP partnerships; communicate requirements to staff.
2026–2027	Begin annual reduction	Require uncertified teachers to enroll in an approved EPP; provide mentorship and financial support.
2027–2028	Midpoint review	Evaluate progress toward certification targets; provide targeted interventions for teachers not on track.
2028–2029	Final transition	Finalize certification completion for all remaining uncertified teachers; update HR staffing plans.



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**2029–2030**

Full compliance

100% of foundation curriculum courses taught by certified teachers.

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## Strategies for Compliance

### 1. Annual Reduction of Uncertified Teachers

- Decrease uncertified teacher count by at least 20% per year through a combination of attrition, certification completion, and targeted recruitment.
- Prioritize certification in foundation subject areas as defined by TEA (English Language Arts, Math, Science, and Social Studies).

### 2. Support Systems for Certification Completion

- Require all uncertified teachers to enroll in an approved EPP within their first semester of employment.
- Offer district reimbursement or stipends for certification testing and program costs (as funding allows).
- Assign campus-based mentors and central office support for coursework and certification preparation.
- Conduct biannual progress reviews for each uncertified teacher with HR and campus administration.

### 3. Recruitment and Pipeline Development

- Expand the Lamesa ISD residency program with TechTeach with use of the LASO Cycle 4 Grant



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- Partner with University of Texas Permian Basin (UTPB), Andrews Alternative certification program, and other regional EPPs to recruit student teachers and recent graduates.
  - Attend annual recruitment fairs and collaborate with EPPs to match teacher candidates with district vacancies.
  - Encourage local graduates and community members to enter the teaching profession through dual-credit education and Grow Your Own educational pathways.

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## **Educator Preparation Program (EPP) Partnership**

Lamesa ISD has identified iTeach, Texas Teachers of Tomorrow, Texas Tech, UTBP, and Andrews ISD Teacher Academy as its primary Educator Preparation Program (EPP) partners.

This partnership will support:

- Enrollment of current uncertified teachers into certification pathways.
- Supervision of required observation and practicum hours.
- Collaborative planning to align coursework with Lamesa ISD's instructional priorities.

The district may also partner with additional state-approved EPPs (such as iTeachTexas or Region 17 ESC) to meet teacher needs across various subject areas.

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## **Monitoring and Accountability**

- The Human Resources Department will maintain a live database of all uncertified teachers, their certification pathways, and progress toward completion.
- Campus principals will be required to review and report teacher certification status each semester.



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- Semi-Annual progress updates will be shared with the Board of Trustees and posted on the district website.
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## **Board Approval and Public Posting**

- Date of Board Approval: 02/19/2026
- Board Meeting Agenda Link:  
<https://meetings.boardbook.org/Public/Agenda/686?meeting=729447>
- Posted Plan Link: [Insert Webpage URL]

Upon Board approval, this plan will be submitted to the Texas Education Agency (TEA) as part of the district's official application for compliance with HB 2 teacher certification requirements.