

Crockett County CCSD Teacher Certification Compliance Plan

Compliance Deadline: Prior to the start of the 2029-2030 School Year

Statutory Authority: Texas Education Code (TEC) 21.003, 21.057 and related commissioner rules.

Purpose and Commitment:

Crockett County CCSD is committed to ensuring that all instructional staff meet Texas Teacher Certification requirements to provide high quality, effective instruction for all students. This Plan outlines a clear strategy, timeline and accountability framework to bring the district into full compliance at the start of the 2029-2030 School Year.

Current Status of Certification:

For 2025-2026 School Year, the district employs both certified and uncertified teachers under allowable statutory provisions. A review of staffing data indicates that uncertified teachers are as follows.

K-5th grade – 42% are not certified

6th-12th grade – 38% are not certified

The District recognizes the need for a structured, multi-year approach to reduce reliance on uncertified teachers while supporting current staff and strengthening future recruitment.

Goals and Annual Targets:

Prioritize certification completion for all currently employed uncertified teachers by 2027-2028.

Ensure all newly hired teachers are certified or enrolled in an EPP

2025-2026 – Baseline established, reduce uncertified teachers in all areas by 10%

2026-2027 – Reduce uncertified teachers by an additional 15%

2027-2028 – Reduce uncertified teachers by an additional 20%

2028-2029 – Reduce uncertified teachers by an additional 25%

2029-2030 – Full Compliance with Standards

Strategies to Support Uncertified Teachers:

Each uncertified teacher will receive a personalized certification plan that includes:

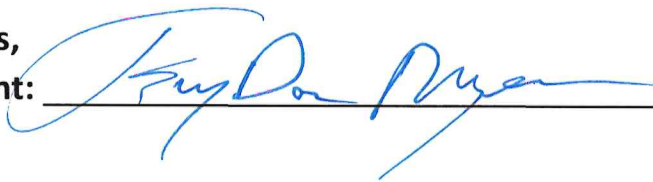
- Certification deadlines
- Assigned Campus or District Mentor
- Progress Monitoring checkpoints each semester
- Test Preparation Resources
- Coordinate with the EPP partner to accelerate certification timelines when possible

Conclusion:

Crockett County CCSD affirms its commitment to meeting all statutory certification requirements by the start of the 2029-2030 School Year. Pending approval of the CCCCSO Teacher Certification Plan, the District has previously stated contractual timelines and obligations on behalf of uncertified teachers. The uncertified teachers are aware of this and work urgently toward completing their certification requirements.

CCCSO Board Meeting Approval Date – February 18, 2026

**Ray Don Myers,
Board President:**



**Raul Chavarria,
CCCSO Superintendent:**

