

El Campo ISD Delay of Teacher Certification Plan

Goal: El Campo ISD will meet the requirements of Teacher Certification under HB2, from the 89th Legislative Session, at the start of the 2029-2030 academic school year.

Uncertified Foundation Teachers 2025-2026										
	K	1st	2nd	3rd	4th	5th	6th	7th	8th	High School
English/RLA	0	2	0	1	1	1	1	0	0	0
Math	0	1	1	0	0	0	0	0	1	0
Science	0	0	0	0	1	0	0	1	0	0
Social Studies / History	0	0	0	0	0	0	0	0	0	1

Total Uncertified Foundation Teachers - 12 teachers

Average number of uncertified foundation teachers hired by the district over the past three years (2023-2024, 2024-2025, 2025-2026) - 6

Timeline:

By the start of the 2026-2027 school year, El Campo ISD will reduce the number of uncertified foundation teachers by 25%.

By the start of the 2027-2028 school year, El Campo ISD will reduce the number of uncertified foundation teachers by 50%.

By the start of the 2028-2029 school year, El Campo ISD will reduce the number of uncertified foundation teachers by 75%.

By the start of the 2029-2030 school year, El Campo ISD will only have certified teachers in foundation courses.

The district will prioritize the reduction with elementary first.

Strategies:

Certification Plan	Each uncertified foundation teacher will develop a Certification Plan that includes steps and timelines for certification.
Faculty Support	Each uncertified foundation teacher is assigned an instructional coach and/or a mentor teacher from the PREP Mentorship program to support them through their EPP and hold them accountable to their certification plan.
Quarterly Reports	Each uncertified foundation teacher will report quarterly progress to their campus administration and HR on their completion of EPP requirements and TEXES exams.
Release Time	Each uncertified foundation teacher will be allowed one day per quarter to work on EPP requirements.

El Campo ISD Delay of Teacher Certification Plan

EPP Partner:

The district will recommend Teachworthy and iteach Texas as the EPP partner for uncertified teachers. Both have representatives that communicate with the district ensuring our teachers are supported. Teachworthy also aligns with the district initiative of Capturing Kids' Hearts. Teachers already enrolled with another EPP will be allowed to continue their partnership.

District Name:	El Campo ISD
County District Number	241903
Superintendent & Email	Bob Callaghan bcallaghan@ricebirds.net
Board Approval Date:	January 28, 2026
Date Posted to District Website	January 29, 2026
Link to Posted Plan	

Attestation:

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

Board President Signature:		Date:	1-28-26
Superintendent Signature:		Date:	1/28/26