



## BOWIE INDEPENDENT SCHOOL DISTRICT

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Lee Ann Farris  
Asst. Superintendent

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### **Plan for Delaying Teacher Certification Requirements until 2029-2030**

Bowie ISD will continue to contract with Region 9 ESC HR Services Cooperative that provides the following services to the district:

- participates in Educator Preparation Program (EPP) job fairs to bring future teacher applicants to Region 9 schools,
- participates in multiple community career and job fairs to share the certification process with individuals interested in changing careers and becoming a teacher,
- created and shares information on the pathways to certification which is shared on the Region 9 website as well as through various social media outlets,
- has developed partnerships with several EPP programs both traditional and Alternative Certification Program (ACP) with some offering a discount to Region 9 districts,
- assists district staff as well as individuals working through the alternative certification process, and
- assists districts administrative staff with determining best pathways to get individuals hired - whether working through an emergency permit, school district teaching permit or certification waiver process

As well as working with the HR Services Cooperative, Region 9 also provides a yearly conference for all districts' students that are interested in becoming teachers. This conference provides an inspiration speaker with mini sessions to guide students through the process as well as sharing things to consider as they enter this journey

Region 9 also provides career fairs for all districts 8th and 12th graders which also highlights the teaching profession during the fair.

Bowie ISD participates in the First Year Teacher academy which assists new teachers work through their first year of teaching.

Bowie ISD will continue to participate in the Region 9 Professional Development Cooperative that provides high quality professional development to my district staff (sometimes district or even campus specific) that assists in guiding teachers through the process to become quality teachers that stay in the profession. This assists the district by not having to recruit as many new educators to the district.