



Yantis Independent School District

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Yantis ISD Plan for Meeting Teacher Certification Requirements by 2029-2030

Pursuant to Tex. Educ. Code § 21.0032(a-1), Yantis 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.

District Name: Yantis ISD

County-District Number (CDN): 250905

Superintendent Name & Email: James Cowley, jamescowley@yantisd.net

Point of Contact for Plan Implementation: James Cowley, Interim Superintendent

Board Approval Date: February 9th, 2026

Date Posted to District Website: February 9th, 2026

I. LEGAL FRAMEWORK

This plan is created in response to the requirements of **Texas Education Code (TEC) §21.0032**, as enacted by **House Bill 2 (HB 2, 89th Legislature, Regular Session, 2025)**, which mandates that a person may not be employed as a teacher of record for a foundation curriculum course unless they hold the appropriate certification. While the statutory compliance deadline is the start of the 2029-2030 school year, Yantis ISD is committed to achieving this standard as rapidly as possible to ensure high-quality instruction for all students.

II. District Commitment

Yantis ISD is committed to fully phasing out uncertified staff in all core curriculum roles by the start of the 2029–2030 school year. This goal is supported by:

- Ensuring a strong EPP partnership that will promote and nurture avenues of certification.
- Ensure that all uncertified teachers have a certification plan in place.
- Assign mentor/campus leader to help encourage and track uncertified teacher progress to ensure they are meeting their certification deadlines.
- Support uncertified teachers through professional development at the ESC geared towards certification areas.
- Apply for the GYO and PREP Residency to build a pipeline of certified teachers through the LIFT Grant.

III. Uncertified Teacher Data (2025-2026 Academic School Year)

Grade Level / Subject Area	Total Core FTE	Number of Uncertified Teachers	Percentage Uncertified	EPP Partner(s) Supporting This Group
Elementary RLA (K-5)	8	1	12%	240 Tutoring, Texas Teachers
Elementary Math (K-5)	8	2	25%	240 Tutoring, Texas Teachers
Elementary Science (K-5)	8	2	25%	240 Tutoring, Texas Teachers
Elementary SS (K-5)	8	1	12%	240 Tutoring, Texas Teachers
Secondary Math (6-12)	3	0	0%	[EPP Name]
Secondary Science (6-12)	2	0	0%	[EPP Name]
Secondary ELA (6-12)	2	0	0%	[EPP Name]
Secondary SS (6-12)	2	0	0]%	[EPP Name]
TOTAL CORE CURRICULUM	41	3	7%	

Yantis ISD has increased teachers' salaries to become more competitive with surrounding districts. We continue to encourage small class sizes and have gone to a flexible schedule to include more preparation time for teachers.

IV. Hiring Trends (New Uncertified Hires)
(Average number of new uncertified teachers hired in each of the last three years.)

School Year New	Foundation Hires New	Non-Foundation Hires Total	New Uncertified Hires
2023-2024	3	1	1
2024-2025	3	2	2
2025-2026	4	1	2
3 Year Average	2	.6	1

Average number of new uncertified teachers hired by the district over the past three school years (2022-23, 2023-24, 2024-25) has been 0.6

V. Educator Preparation Program Partnerships
(The district must identify at least one EPP partner who will support certification efforts and reduce the district's percentage of uncertified teachers.)

Name of EPP	Description of Partnership (How will the EPP support certification, training, mentorship etc.)
Inspire ETX - ESC 7	Working with Inspire ETX to provide high quality instruction to candidates through coursework, testing timelines, field experiences and certifications. Support candidates to ensure completion in a timely manner through scheduling check in on progress, release time for testing and attending study sessions at the ESC.
Texas Teachers	Will provide supervision and mentorship during the internship while candidates complete certification requirements. They will provide a timeline for candidates to track their progress to ensure a timely completion of the program.

VI. Strategic Action Plan

School Year	Timeframe	% of Uncertified Teachers Goal: Decrease by ___ yearly	Strategies 51	Person(s) Responsible
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25-26	Ongoing 1 year	Reduce uncertified RLA teachers by 50%	Offer additional support to complete the certification track. Assign mentor/ campus leader to track uncertified teachers progress.	Campus Principal and Campus Leader or Mentor
26-27	Ongoing 1 year	Reduce uncertified Math teachers by 50%	Offer additional support to complete certification track and educational models. Assign mentor/ campus leader to track progress.	Campus Principal and Campus Leader or Mentor
27-28	Ongoing 1 year	Expand to include Science & Social Studies	Ensure that all core subjects are certified or are on track for certification.	Campus Principal
28-29	Ongoing 1 year	Ensure less than 5% uncertified in all subject areas	Ensure that any additional teachers outside of certification areas become certified in the appropriate subject.	Campus Principal
29-30	Ongoing 1 year	Full compliance 0% uncertified teachers	Ensure that all teachers are certified in the appropriate subject area.	Campus Principal

VII. Board Approval and Attestation

This plan has been reviewed and approved by the Board of Trustees of **Yantis ISD** in an open meeting on **February 9th, 2026**. The Board authorizes the Superintendent and his/her designees to execute the strategies outlined herein to ensure full compliance with TEC §21.0032

Board President Signature: April Johnson

Date: 2-9-2026

Superintendent Signature: Dr. James B. Cuddy

Date: 2-9-2026