

Scurry-Rosser ISD Plan to Meet Teacher Certification Requirements

Overview

Scurry-Rosser Independent School District (ISD) is committed to ensuring that all classroom teachers meet full Texas certification requirements by the beginning of the 2029–2030 academic year, in accordance with statutory guidelines. This plan outlines the district's comprehensive strategy, timeline, and partnerships to achieve compliance through focused recruitment, professional learning, and robust support for uncertified educators currently employed by the district.

1. Timeline for Compliance

Academic Year	Goal	Targeted Outcome
2025–2026	Establish baseline data, finalize partnerships with Educator Preparation Programs (EPPs), and launch certification support initiatives.	Complete a districtwide audit of certification status by content and grade level; formalize EPP partnership.
2026–2027	Provide structured certification support and mentorship for all uncertified teachers.	Achieve a 20% reduction in uncertified teachers districtwide.
2027–2028	Expand “Grow Your Own” initiatives and strengthen recruitment efforts.	Achieve an additional 30% reduction in uncertified teachers.
2028–2029	Finalize certification completion and ensure all new hires meet certification standards.	Achieve 100% certification compliance by July 2029.

2. Strategies to Decrease the Percentage of Uncertified Teachers

- **Targeted Support Plans:** Develop individualized certification completion plans for each uncertified teacher, including test preparation timelines and coursework mapping.
- **Mentorship Program:** Pair uncertified teachers with experienced, certified mentors to provide instructional coaching, certification guidance, and accountability check-ins.
- **Professional Learning:** Offer in-district training aligned with certification exam competencies (TExES) and provide access to study materials.
- **Recruitment and Retention:**
 - Strengthen partnerships with regional universities to establish student teaching and residency programs.

- Implement a “Grow Your Own” pipeline that supports paraprofessionals, long-term substitutes, and teacher aides in earning certification.
- Prioritize recruitment of certified teachers in high-need areas such as Special Education, Math, Science, and Bilingual/ESL.

3. Support for Uncertified Teachers

Scurry-Rosser ISD will ensure that uncertified teachers receive targeted and ongoing support, including:

- Certification workshops and test-preparation sessions hosted each semester.
- Regular progress monitoring through HR and campus leadership to track completion of certification milestones.
- Access to mentorship and peer support networks.
- Flexible scheduling options to accommodate coursework and testing requirements.

4. Educator Preparation Program (EPP) Partnership

Scurry-Rosser ISD will partner with ESC Region 10 Educator Preparation Program (EPP) to support current and future teachers in obtaining certification. This partnership will:

- Provide customized pathways to certification for district employees.
- Offer flexible online and hybrid coursework options to accommodate working educators.
- Establish a student-teaching and residency pipeline to recruit and retain certified teachers.
- Collaborate with district HR to align candidate placement with areas of highest need.

5. Monitoring and Accountability

Scurry-Rosser ISD will review certification data each semester to monitor progress toward compliance goals. Reports will be provided annually to the superintendent and school board, outlining progress and next steps. Adjustments to support programs or partnerships will be made as necessary to ensure full certification compliance by the 2029–2030 academic year.

6. Summary

Through structured support, targeted recruitment, and collaboration with higher education partners, Scurry-Rosser ISD will meet and maintain 100% teacher certification compliance by 2029. The district remains dedicated to ensuring every classroom is led by a fully certified, highly qualified teacher prepared to meet the diverse needs of all students.

Presented and Approved by the Board of Trustees: December 15, 2025