

Leggett Independent School District
Teacher Certification Compliance Plan
Submission to the Texas Education Agency

I. Statement of Assurance

Leggett Independent School District (LISD) affirms its commitment to compliance with all statutory requirements related to educator certification under the Texas Education Code and applicable Texas Administrative Code provisions. The district has developed the following plan to ensure that all instructional staff are appropriately certified prior to the beginning of the **2029–2030 academic year**.

II. Current Status and Data Review

Leggett ISD conducts an annual review of educator certification assignments to determine compliance by grade level and subject area. The **2024–2025 school year** serves as the baseline year for this plan. Certification data are reviewed annually to:

- Identify certified and uncertified teachers
 - Monitor assignments requiring emergency permits or waivers
 - Track progress toward full compliance
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III. Timeline for Compliance

Leggett ISD will implement a phased approach to achieve full compliance by the 2029–2030 school year.

School Year Planned Action

2024–2025	Establish baseline data; identify uncertified staff
2025–2026	Reduction of uncertified teachers by approximately 20%
2026–2027	Additional reduction of approximately 20%
2027–2028	Additional reduction of approximately 20%

School Year Planned Action

2028–2029 Elimination of remaining uncertified assignments

2029–2030 Full compliance achieved

Progress will be reviewed annually, and adjustments will be made as needed based on staffing conditions.

IV. Strategies to Reduce Uncertified Teaching Assignments

Leggett ISD will implement the following strategies to reduce uncertified teaching assignments:

1. Targeted Certification Priorities

- Emphasis on certification in core academic areas, special education, and secondary-level content areas
- Monitoring of certification by grade level and subject area

2. Hiring and Assignment Practices

- Preference for fully certified candidates
- Requirement that newly hired uncertified teachers enroll in an approved educator preparation program (EPP) within 90 days of employment
- Limitation of emergency permits to circumstances where no certified candidate is available

V. Support for Uncertified Teachers

Leggett ISD will support uncertified teachers in completing certification requirements through:

- Assistance with enrollment in approved EPPs
- Mentoring by appropriately certified teachers
- Access to certification exam preparation resources
- Flexible scheduling, when feasible, to allow completion of coursework and testing

- Financial support, as available, for certification testing fees

Progress toward certification will be monitored at least twice annually.

VI. Recruitment and Development

Leggett ISD will implement strategies to recruit and develop future certified teachers, including:

- Encouraging paraprofessionals and long-term substitutes to pursue certification
- Participation in educator recruitment events, and online avenues to advertise open positions
- Hosting student teachers, interns, and clinical teachers
- Promotion of “Grow Your Own” initiatives for local candidates

VII. Educator Preparation Program Partnership

Leggett ISD has identified the following approved Educator Preparation Program (EPP) partner to support certification and recruitment efforts:

- **Region 6 Education Service Center – Alternative Certification Program**

The district will collaborate with the EPP to:

- Support current uncertified teachers in completing certification requirements
- Develop recruitment pipelines for future certified educators
- Provide mentoring and induction support

VIII. Monitoring and Reporting

Leggett ISD will maintain documentation of certification status and progress toward compliance. Annual reports will be provided to district leadership and the Board of Trustees. The district will make all documentation available to the Texas Education Agency upon request.

IX. Conclusion

Through the implementation of this plan, Leggett Independent School District will achieve full compliance with statutory teacher certification requirements prior to the 2029–2030 academic year while continuing to meet instructional needs and maintain educational quality.
