



Quitman Independent School District

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Quitman ISD Plan for Meeting Teacher Certification Requirements by 2029-2030 01/22/2026

Pursuant to Tex. Educ. Code § 21.0032(a-1), Quitman Independent School District 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: Quitman Independent School District

County-District Number (CDN): 250-904

Superintendent Name & Email: Mr. Chris Mason, masonc@quitmanisd.net

Point of Contact for Plan Implementation: Mr. Bryan Hurst, hurstb@quitmanisd.net

Board Approval Date: 02/23/2026

Date Posted to District Website: 02/24/2026

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, Quitman ISD is committed to achieving this standard as rapidly as possible to ensure high-quality instruction for all students.

II. District Commitment

Quitman 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 targeted hiring practices and partnership with an EPP.

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) 19	7	.25	3.57	One self contained, previously certified teacher who left the state and professional development hours lapse.
Elementary Math (K-5) 19	7	.25	3.57	One self contained, previously certified teacher who left the state and professional development hours lapse.
Elementary Science (K-5) 17	5	.25	3.57	One self contained, previously certified teacher who left the state and professional development hours lapse.
Elementary SS (K-5) 17	5	.25	3.57	One self contained, previously certified teacher who left the state and professional development hours lapse.
Secondary Math (6-12) 9	9	3	33.3	All are certified math teachers. Just not the correct grade levels. They are all in the process of preparing for the grade-level certification test.
Secondary Science (6-12) 8	8	0	0	
Secondary ELA (6-12) 9	9	1	11.1	Impact ETX
Secondary SS (6-12) 9	9	2	22.22	Impact ETX, TeachWorthy

TOTAL CORE CURRICULUM	59	7*	11.86	Impact ETX, Practice Certification test, and 150 PD hours.
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***Teachers in our district that are listed as 'uncertified' in this chart are all actively involved with either EPP, practicing for the correct certification test, or completing their professional development hours and making progress. All are on track to receive certification prior to the 26-27 SY.**

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	14	4	4
2024-2025	7	7	6
2025-2026	7	9	8
3 Year Average	9.33	6.7	6

***Quitman ISD will continue to strive to hire certified teachers in all areas. However, QISD takes great pride in promoting and moving current staff to provide the best educational experiences for our students.**

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 <small>(How will the EPP support certification, training, mentorship etc.)</small>
IMPACT ETX	Region 7 Based EPP has agreed to work with all new hires to our district to bring them to entry certification level prior to starting school.

VI. Strategic Action Plan

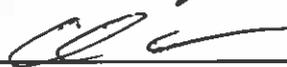
School Year	Timeframe	% of Uncertified Teachers Goal: Decrease by 4% yearly	Strategies	Person(s) Responsible
25-26	Current SY	14%	Hiring Practices to continue, as well as strengthened partnership with EPP.	Asst. Supt. and Campus Principals
26-27	1 SY	10%	Hiring Practices to continue, as well as strengthened partnership with EPP.	Asst. Supt. and Campus Principals
27-28	1 SY	6%	Hiring Practices to continue, as well as strengthened partnership with EPP.	Asst. Supt. and Campus Principals
28-29	1 SY	2%	Hiring Practices to continue, as well as strengthened partnership with EPP.	Asst. Supt. and Campus Principals
29-30	1 SY	0%	Hiring Practices to continue, as well as strengthened partnership with EPP.	Asst. Supt. and Campus Principals

VII. Board Approval and Attestation

This plan has been reviewed and approved by the Board of Trustees of **Quitman Independent School District** in an open meeting on **02-23-26**. 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: _____ 

Date: 2-23-26

Superintendent Signature: _____ 

Date: 2/23/26