

District Plan for Meeting Teacher Certification Requirements by School Year 2029-30

Pursuant to Tex. Educ. Code § 21.0032(a-1), Sidney 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: Sidney ISD

County-District Number (CDN): 047905

Superintendent Name & Email: James Rucker jrucker@sidney.esc14.net

Point of Contact for Plan Implementation: Deanna Drummond

Board Approval Date: 2-16-2026

Date Posted to District Website: 2-17-2026

Link to Posted Plan: Sidney.esc14.net/page/SidneyEmployeeInfo

UNCERTIFIED TEACHERS BREAKDOWN BY GRADE LEVEL AND/OR SUBJECT AREA:

Reading/ELA

<u>K</u>	<u>1st</u> 1	<u>2nd</u>	<u>3rd</u>	<u>4th</u> 1	<u>5th</u>	<u>6th</u> 1
<u>7th</u> 1	<u>8th</u>	<u>9th</u>	<u>10th</u>	<u>11th</u>	<u>12th</u>	<u>Sub Total</u>

Mathematics

<u>K</u>	<u>1st</u> 1	<u>2nd</u>	<u>3rd</u>	<u>4th</u> 1	<u>5th</u>	<u>6th</u>
<u>7th</u>	<u>8th</u>	<u>9th</u>	<u>10th</u>	<u>11th</u>	<u>12th</u>	<u>Sub Total</u>

Science

<u>K</u>	<u>1st</u> 1	<u>2nd</u>	<u>3rd</u>	<u>4th</u> 1	<u>5th</u>	<u>6th</u> 1
<u>7th</u> 1	<u>8th</u>	<u>9th</u>	<u>10th</u>	<u>11th</u>	<u>12th</u>	<u>Sub Total</u>

Social Studies

<u>K</u>	<u>1st</u> 1	<u>2nd</u>	<u>3rd</u>	<u>4th</u> 1	<u>5th</u>	<u>6th</u> 1
<u>7th</u> 1	<u>8th</u> 1	<u>9th</u> 1	<u>10th</u> 1	<u>11th</u> 1	<u>12th</u> 1	<u>Sub Total</u>

Average number of new uncertified teachers hired by the district over the past three school years 2022-23 (4), 2023-24 (5) , 2024-25 (4) = Ave 4.33	Current Total 5
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(EPP) EDUCATOR PREPARATION PROGRAM PARTNERSHIPS

Name of EPP	Description of Partnership <small>(How will the EPP support certification, training, mentorship etc.)</small>
iTeach	EPP provides personalized training, observation, and mentorship to the teacher in order to support certification. Plans for certification are personalized and are communicated with the teacher in order to keep them on track of certification in a timely manner. Steps to be taken are discussed and checked off as completed.
Education Region Service Center 14	EPP provides personalized training, observation, and mentorship to the teacher in order to support certification. Plans for certification are personalized and are communicated with the teacher in order to keep them on track of certification in a timely manner. Steps to be taken are discussed and checked off as completed.
Texas Teachers	EPP provides personalized training, observation, and mentorship to the teacher in order to support certification. Plans for certification are personalized and are communicated with the teacher in order to keep them on track of certification in a timely manner. Steps to be taken are discussed and checked off as completed.

TIMELINE & STRATEGIC PLAN FOR TRANSITION TO COMPLIANCE

Year	Goals	Key Strategies to reduce uncertified teachers & build pipeline.	Responsible Parties	Monitoring Metrics
2025-2026	Reduce uncertified teachers across the district by 10%	Assign mentor; track progress through regular Certification Plan meetings with administration; offer training for preparations, observations, and testing	Administration EPP	33% uncertified teachers across district
2026-2027	Reduce uncertified teachers across the district by 10%	Continued certification meetings with uncertified teachers in order to track progress toward completion; certification test support as needed with teachers who struggle with passing exams; assign mentor with focus on meeting regularly to discuss certification, plan next steps, and monitor plan	Administration EPP	20% uncertified teachers across district
2027-2028	Reduce uncertified teachers across the district by 10%	Continued certification meetings with uncertified teachers in order to track progress toward completion; certification test support as needed with teachers who struggle with passing exams; assign mentor with focus on meeting regularly to discuss certification, plan next steps, and monitor plan	Administration EPP	10% uncertified teachers across district
2028-2029	Achieve < 5% uncertified in foundation subjects	Continued certification meetings with uncertified teachers in order to track progress toward completion; certification test support as needed with teachers who struggle with passing exams;	Administration EPP	0% uncertified teachers across district

		assign mentor with focus on meeting regularly to discuss certification, plan next steps, and monitor plan		
2029-2030	Full compliance (0% uncertified)	Continued certification meetings with uncertified teachers in order to track progress toward completion; certification test support as needed with teachers who struggle with passing exams; assign mentor with focus on meeting regularly to discuss certification, plan next steps, and monitor plan	Administration EPP	0% uncertified teachers across district

STRATEGIES TO SUPPORT UNCERTIFIED TEACHERS

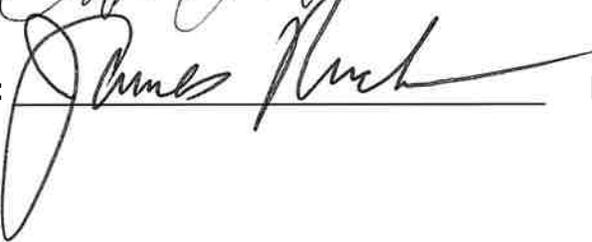
Year	Strategy Description	Responsible Parties	Monitoring Metrics
2025-26	Provide uncertified teachers with mentor support from EPP, campus mentor, and support from Region service center Monthly individual meetings with uncertified teachers to monitor checklist to certification, provide support needed, and contact EPP as needed	Superintendent & EPP	50% of uncertified teachers have a written certification plan by 5/2026
2026-27	Provide uncertified teachers with mentor support from EPP, campus mentor, and support from Region service center Monthly individual meetings with uncertified teachers to monitor checklist to certification, provide support needed, and contact EPP as needed	Superintendent & EPP	100% of uncertified teachers understand the steps needed and will make progress toward completion.
2027-28	Provide support for uncertified teachers through meetings, trainings, and test preparation guidance. Mentor teachers will continue to monitor the progress, and administration will meet monthly with the teachers in order to keep on track with completion.	Superintendent & EPP	100% of uncertified teachers understand the steps needed and will make progress toward completion.

2028-29	Provide support for uncertified teachers through meetings, trainings, and test preparation guidance. Mentor teachers will continue to monitor the progress, and administration will meet monthly with the teachers in order to keep on track with completion.	Superintendent & EPP	100% of uncertified teachers understand the steps needed and will make progress toward completion.
2029-30	Provide support for uncertified teachers through meetings, trainings, and test preparation guidance. Mentor teachers will continue to monitor the progress, and administration will meet monthly with the teachers in order to keep on track with completion.	Superintendent & EPP	100% of uncertified teachers understand the steps needed and will make progress toward completion.

Attestation:

The district board of trustees has reviewed and approved this plan for meeting statutory teacher certification requirements.

Board President Signature:  _____ Date: 2-16-26

Superintendent Signature:  _____ Date: 2/16/26