

DELAY OF CERTIFICATION ACTION PLAN

Cameron ISD has applied for the Delay of Certification option with the Texas Education Agency. Currently, Cameron ISD has a District of Innovation Plan in place to allow teachers in the process of earning Texas teaching certification to teach in the core areas. Moving forward, the 89th Legislative Session has adjusted any public-school system's ability to utilize the District of Innovation plan to employ uncertified educators in the areas of English Language Arts, Mathematics, Science, and Social Studies. This new requirement will be phased into effect with the 2026-2027 school year requiring all English Language Arts and Mathematics teachers to be certified and in 2027-2028 the Science and Social Studies will have to be certified.

Cameron ISD has partnered with multiple Educator Preparation Programs (EPP). The district has teachers working to gain certification through iTeach, Texas Teachers, Teachworthy, and also through traditional university programs (i.e. University of Mary Hardin Baylor). The district also utilizes an online test certification preparation program called Learning Liaisons. This program has proven to be very successful for Cameron ISD.

- **2025-2026**

- The district currently has 16 uncertified teachers in core areas.
- The first goal for this school year is to get 34% of these teachers certified.
- The second goal is to avoid hiring more than two new teachers without certification credentials, in the spring hiring process.

- **2026-2027**

- The district will plan to start with 12 uncertified teachers in core areas.
- The first goal for this school year is to get 60% of these teachers certified.
- The second goal for this school year is to avoid hiring more than one new teacher without certification credentials, in the spring hiring process.
- All uncertified teachers in core areas will be required to take the online test certification program.
- All teachers needing to sit for a certification test will be allowed to take a professional development day on the date of the certification test.

- **2027-2028**

- The district will plan to start with 6 uncertified teachers in core areas.
- The first goal for this school year is to ensure that all uncertified teachers are in a test certification prep program and are on track to complete the other certification requirements.
- The second goal for this school year is to meet with the uncertified teachers each six weeks to check the progress towards certification and determine if additional resources are needed.
- All teachers needing to sit for a certification test will be allowed to take a professional development day on the date of the certification test.

- **2029-2030**

- The district will be fully in compliance with the new certification plan for teachers in core areas.