

District Plan for Meeting Teacher Certification Requirements by School Year 29-30

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

County-District Number (CDN): 074911

Superintendent Name & Email: Samuel Talley, stalley@savoyisd.org

Point of Contact for Plan Implementation: Samuel Talley, superintendent

Board Approval Date: February 9, 2026

Date Posted to District Website: February 10, 2026

Link to Posted Plan: TBD

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>
<u>7th</u>	<u>8th</u>	<u>9th</u>	<u>10th</u>	<u>11th</u>	<u>12th</u>	<u>Sub Total</u> 2

Mathematics

<u>K</u>	<u>1st</u> 1	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<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> 1

Science

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

Social Studies

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

Average number of new uncertified teachers hired by the district over the past three school years (2022-23, 2023-24, 2024-25)

Total
8

EDUCATOR PREPARATION PROGRAM PARTNERSHIPS

Name of EPP	Description of Partnership (How will the EPP support certification, training, mentorship etc.)
Region 10	Region 10 supports our district by providing educator preparation, certification guidance, training, and ongoing professional development to help candidates successfully meet state certification requirements.
East Texas A&M	East Texas A&M supports our district by providing educator preparation, certification guidance, training, and ongoing professional development to help candidates successfully meet state certification requirements.

TIMELINE & STRATEGIC PLAN FOR TRANSITION TO COMPLIANCE

Year	Goals (By Core Content Area)	Key Strategies to Reduce Uncertified Teachers & Build Pipeline	Responsible Parties	Monitoring Metrics / Artifacts
2025–2026	Reduce uncertified Reading/ELA teachers by 30%; Math by 25%; Science by 25%; Social Studies by 30%	Offer accelerated certification seminars; assign a mentor to all uncertified teachers; create written certification plans and track progress	District HR, Superintendent, EPP Partners	Mentor meeting logs; certification plans on file; EPP enrollment confirmations; attendance records for certification seminars
2026–2027	Reduce uncertified Reading/ELA teachers by 50%; Math by 45%; Science by 45%; Social Studies by 50%	Create certification support cohorts; provide study materials and one-time exam stipends	Superintendent District HR	Stipend payment records; cohort participation rosters; documentation of study sessions; EPP verification reports
2027–2028	Reduce uncertified Reading/ELA teachers by 70%; Math by 65%; Science by 65%; Social Studies by 70%	Provide substitutes for uncertified teachers to attend study sessions, professional learning, and peer classroom observations	Superintendent, Campus Administrators	Substitute/leave tracking logs; PD sign-in sheets; observation schedules; reflection logs
2028–2029	Reduce uncertified Reading/ELA teachers by 90%; Math by 85%; Science by 85%; Social Studies by 90%	Implement individualized certification intervention plans and targeted exam preparation support	Superintendent, Campus Administrators	Individual intervention plans; coaching schedules; EPP candidate progress reports; certification attempt records
2029–2030	Ensure 100% of new uncertified hires complete certification within their first year	Embed certification onboarding supports including mentoring and structured exam preparation	HR Director, Principles, Superintendent	Onboarding documentation; mentor assignments; EPP enrollment verification; certification completion reports

STRATEGIES TO SUPPORT UNCERTIFIED TEACHERS

Year	Strategy Description	Responsible Parties	Monitoring Metrics
2025-2026	Assign mentor to all non-certified teachers to support completion of certification plan. Create a certification plan for all uncertified teachers employed by the district	Principals Superintendent	Log of mentor meetings; 30% of non-certified teachers passing at least one exam by 3/31/2026 100% of uncertified teachers have a written certification plan by 5/2026
2026-2027	Create a cohort to support our uncertified teachers with study materials and a one time stipend to pay for exam	HR Director	50% of uncertified teachers pass content test by EOY
2027-2028	Provide substitutes for non-certified teachers to participate in study sessions, attend content based professional learning, and observe similar content area teachers.	Superintendent	75% of uncertified teachers pass content text by EOY.
2028-2029	Provide targeted support for remaining uncertified teachers through individualized intervention plans, additional test prep resources, and continued coaching to ensure completion of certification requirements.	Principals	95% of uncertified teachers earn full certification by the end of the year.
2029-2030	Establish an ongoing support system for newly hired uncertified teachers that includes mentoring, certification planning, and structured exam preparation beginning at onboarding.	Principals, Superintendent	100% of uncertified new hires are enrolled in an EPP and have an approved certification plan within the first year of employment.

Attestation:

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

Board President Signature: Jeff Francis

Date: 02/19/26

Superintendent Signature: DL D

Date: 2/19/26