



Application for Delay of Teacher Certification Requirements
Waxahachie Independent School District
Superintendent: Rebecca McCutchen

Purpose and Overview

Waxahachie ISD is committed to ensuring that all students are taught by appropriately certified and highly qualified teachers. The district recognizes the Texas Education Agency’s requirement that all teachers must hold the required certification before the start of the 2029-2030 academic year.

The plan outlines Waxahachie ISD’s strategy, timeline, and partnerships to reduce the number of uncertified teachers, with the ultimate goal of having all teachers certified by 2029. The plan includes measurable goals, support for uncertified teachers to complete certification, and actions to strengthen recruitment and retention of certified educators.

Current Outlook (as of Fall 2025)

Category	Total Teachers	Uncertified	% Uncertified
Elementary (K-5)	360	47	13%
Middle School (6-8)	172	27	16%
High School (9-12)	243	31	13%

Annual Reduction Percentage Targets

The table below displays the percentage of uncertified teachers in Waxahachie ISD for each school year. As of Fall 2025, the district currently has 14% uncertified teachers. By establishing this plan, our goal is to decrease that number by 4% each school year and be in full compliance one year before the deadline (2028-2029).

School Year	Target % of Uncertified Teachers
2025-2026	10%
2026-2027	6%
2027-2028	2%
2028-2029	Full Compliance
2029-2030	Full Compliance - Deadline School Year

Strategy One: Targeted Support for Uncertified Teachers

Waxahachie ISD will provide individualized certification pathways for every uncertified teacher.

1. Certification Completion Plans

Each uncertified teacher will have a written plan that includes:

- Enrollment in an approved Educator Preparation Program (EPP) within 30 days of hire.
- Established deadlines for completing required TExES exams.
- Assigned a district mentor and progress monitoring each semester

2. Monthly Update Meetings

Human Resource Certification Specialists will meet individually to provide uncertified teaching staff with support and guidance on certification requirements while monitoring staff progression towards certification.

3. Mentoring and Coaching

Uncertified teachers will be assigned campus mentors (District Instructional Coaches) who will provide weekly instructional support and guidance.

4. Time and District Resources

Principals will provide release time (District Deep Dive Days/Campus Time) or embedded professional development for opportunities to support exam preparation and coursework completion.

5. Accountability

Uncertified teachers who do not demonstrate certification progress according to their plan may be subject to nonrenewal or reassignment.

Strategy Two: Partnerships with Educator Preparation Programs

Waxahachie ISD will partner with the following EPPs to support certification efforts:

- **Texas Tech University, East Texas State University, and the University of North Texas at Dallas** - All three universities have programs that allow teachers to obtain their certification while teaching in Waxahachie ISD.
- **Region 10 ESC Alternative Certification Program** - primary partner for certification in general education, ESL, and special education.
- **iTeach Texas** - Alternative Certification Program
- **Teachers of Tomorrow** - Alternative Certification Program
- **Teachworthy** - Alternative Certification Program
- **Planned Activities with EPP Partners:**
 - Cohort-based ACP program (East Texas A&M University) for Waxahachie ISD uncertified teachers starting in Summer 2026.
 - Human Resources will serve on the Teacher Education Supervisory Board for Nelson University, East Texas State University, and the University of North Texas at Dallas.
 - Recruitment fairs in the spring and fall.
 - Regular progress reports from EPPs to Human Resources to monitor completion

Strategy Three: Recruitment and Future Teacher Pipeline

Waxahachie ISD will implement proactive measures to strengthen the pipeline of certified teachers.

1. “Grow Your Own” Teacher Program:

- Recruit paraprofessionals and substitute teachers to enroll in district Alternative Certification Program cohorts.
- Support our high school education pathway students throughout the year and offer guidance in becoming a teacher at Waxahachie ISD

2. Internship University Partnerships:

- Host student teachers and interns and provide interview opportunities for completers from partner universities.

3. District Job Fairs and Open Interviews

- Waxahachie ISD will schedule a job fair in the spring to allow principals to meet prospective staff for their open positions on their campus.
- Waxahachie ISD will schedule and host specialized (SPED, ESL, Bilingual Teachers) job fairs for spring and fall to allow principals a convenient way to meet, screen, and interview applicants.

4. Marketing and Outreach

- Promote teaching careers through the district website, social media, and district events.
- Attend University job fairs throughout the spring to attract college students to choose Waxahachie ISD.

Strategy Four: Monitoring and Accountability

Waxahachie ISD will maintain a continuous monitoring process to ensure compliance.

- Human Resources will produce biannual certification reports to the Cabinet and Board of Trustees.
- Certification specialists will ensure accurate documentation, timely permit filings, and withdrawal of emergency permits when certification is obtained.