

CLEAR CREEK ISD

Plan For Teacher Certification Requirements



Clear Creek Independent School District, in compliance with House Bill 2 Texas Education Code (TEC) 21.0032, has established a structured and data-driven approach for reducing the number of uncertified teachers hired in the District. This plan will be fully implemented by the 2029-2030 school year.

Current Uncertified Teachers Assigned to Foundation Curriculum

Clear Creek ISD has utilized the current District of Innovation (DOI) plan to hire uncertified teachers in foundational content when no other qualified applicants are available. Each of these teachers have a Bachelor’s degree and are currently working toward obtaining a standard teaching certification through enrollment in a TEA approved Educator Preparation Program (EPP).

Over the last three years, CCISD has annually averaged hiring 30 uncertified teachers in the foundation curriculum areas.

The District currently has 45 uncertified teachers in foundational content (2025-2026), which accounts for 1.8% of all CCISD teachers.

Number of Teachers	Grade Level	Content Area
10	Elementary	Core Subjects (EC-6)
12	Secondary	English
7	Secondary	Math
7	Secondary	Science
9	Secondary	Social Studies

Clear Creek ISD is committed to reducing the hiring of uncertified teachers by approximately 20% annually, with full compliance of all certification requirements by the 2029-2030 school year.



Strategies for Compliance

1. Support for Uncertified Teachers

- a. **Enrollment in EPP:** All uncertified teachers will be required to provide documentation of enrollment in an EPP within 30 days of their hire date.
- b. **Individualized Support Plan:** Each uncertified teacher will receive an individualized support plan, which will outline the necessary requirements for certification, along with the mentor name, deadlines, and meeting dates with their administrator.
- c. **District Progress Monitoring:** Upon hire, the Human Resources Department will send detailed information for necessary next steps in becoming certified and quarterly emails to monitor progress. The EPP online tracking system will be monitored through the department with status reports provided to teachers.
- d. **EPP Partnerships:** Partners will provide flexible certification pathways, cohort models, and field support for district teachers obtaining certification.
- e. **Logistical Support:** The District will provide release time or flexible scheduling for required training and testing.
- f. **Mentorship:** Each teacher will be assigned a qualified mentor to provide targeted instructional and behavioral support.
- g. **Exam Preparation:** Resources will be provided to support exam preparation.

2. Educator Preparation Program Partnerships

- a. Clear Creek ISD has established Memorandums of Understandings (MOUs) with the following approved Educator Preparation Programs to assist uncertified teachers in becoming fully certified.
 - i. iteach Texas
 - ii. Teachworthy
- b. Clear Creek ISD has established Memorandums of Understandings (MOUs) with the following approved Education Preparation Programs to support degree completion and teacher certification:
 - i. Angelo State University
 - ii. Arizona State University
 - iii. Grand Canyon University
 - iv. Lamar University
 - v. Region IV, Inspire



- vi. Sam Houston State University
- vii. Stephen F. Austin State University
- viii. Texas A&M University
- ix. Texas State University
- x. University of Houston, Clear Lake
- xi. University of Houston

3. Recruitment and Pipeline Development

a. Grow Your Own (GYO) Pipeline:

- i. Partner with universities and colleges to encourage paraprofessionals, substitutes and high school students to pursue education degrees
- ii. Implement reimbursement options with the support of the PREP Allotment (TEC 21.902)
- iii. Continue to strengthen the partnership with the teacher education pathways at each comprehensive high school

b. Internship and Teacher Residency Programs:

- i. Implement paid Teacher Residency with the support of the PREP Allotment (TEC 21.902)
- ii. Expand opportunities with EPPs to host internships and student teachers in high-need areas

c. Strategic Recruitment:

- i. Continue to attend university job fairs to recruit certified teachers
- ii. Participate in multiple university educator governing boards to expand access to teacher pipelines

4. Retention of Certified Teachers:

- a. **Mentorship Program:** Implement a full two-year mentorship program with the support of the PREP Allotment (TEC 21.906), including compensation and training for mentor teachers
- b. **Professional Learning:** Provide ongoing campus and district professional learning
- c. **Teacher Incentive Allotment:** Implement the Teacher Incentive Allotment (TIA) by submitting an application (April 2026)
- d. **Stipends:** Continue implementation of stipends for critical staffing areas



Monitoring and Evaluation

The Clear Creek ISD Human Resources Department maintains comprehensive documentation for all teachers, including:

- Current certification status
- EPP enrollment and status
- Certification requirements and progress

Board Approval and Commitment

The Clear Creek ISD Board of Trustees approves this transition plan and authorizes the application submission to the Texas Education Agency, requesting approval to delay implementation of certification requirements for foundation curriculum teachers until the 2029–2030 school year, as allowed under TEC 21.0032(a-1).

