



New Caney ISD would like to submit our request to delay the implementation of certification requirements for teachers of record in foundation curriculum courses until the beginning of the 2029-2030 school year.

NCISD plans to accomplish the goal of all teachers obtaining certification through a collaborative effort that includes campus administration, EPP partners, and district-level administration. Our district utilizes Certification Growth Plans to consistently monitor the progress of teachers working toward full certification. However, those currently covered under a DOI certification waiver will have additional incremental deadlines that are customized to their specific certification route.

Campus Administrators will be required to meet with teachers working toward certification a minimum of three times annually, with additional informal check -ins. During these meetings the campus administrator and the teacher discuss progress to date, challenges moving forward, study plans, and future testing dates. Additional support that may be needed to help teachers be successful are also discussed. At the end of the meeting, both the teacher and administrator confirm next steps, sign the document, and return to Human Resources. Our Human Resources Coordinator continues to speak to the teacher regularly between visits to make any updates as needed. This process creates accountability for all stakeholders and builds a stronger support system for the teacher.

Additionally, representatives from the Human Resources Department will communicate or meet with EPPs once monthly to review progress of candidates in their program. The expectation for all teachers who are not fully certified upon hire is to complete all certification requirements by March 1st of the current school year.

Our goals moving forward to continue to build and maintain a strong, qualified teacher pool includes many Grow Your Own Programs in addition to traditional recruitment efforts. NCISD has a robust student teacher program, as we partner with multiple universities in our area. Additionally, the NCISD Education Foundation commits funds annually that provide scholarships for our employees to complete their degrees and obtain the appropriate certifications.

We are confident that with these structures in place, building upon pipelines that are already in motion, our teachers can be successful and will obtain full certification by the beginning of the 2029-2030 school year.