

Teacher Certification Requirement Delay Application

February 17, 2026



The Texas 89th Legislature has updated teacher certification requirements for all districts across the state.

In response, Ector County ISD is implementing a clear plan to ensure all instructional staff meet these new state laws.



Districts are able to submit a request for approval to delay implementation of teacher certification requirements (until the beginning of the 2029-2030 school year) as outlined in Texas Education Code (TEC), §21.003, and new TEC, §21.0032



ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT

The application submitted to the Texas Education Agency (TEA) must include an evaluation of how the district will transition to certification during the delay of teacher certification requirements. As part of this application process, districts are required to do the following:

- Identify the total number of uncertified individuals currently assigned to teach foundation curriculum courses in 2025-2026 as of the date of submission.
- Specify at least one EPP partner who will support certification efforts and reduce the district's percentage of uncertified teachers.
- Enter the date of approval by the district board of trustees to submit the application for commissioner of education approval.
- Provide the web page link to the district board of trustees' meeting agenda where the plan for the delay of teacher certification requirements was approved.
- Provide the webpage link to the board-approved plan.



ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT

The application submitted to the Texas Education Agency (TEA) must include an evaluation of how the district will transition to certification during the delay of teacher certification requirements. As part of this application process, districts are required to do the following:

- Identify the total number of uncertified individuals currently assigned to teach foundation curriculum courses in 2025-2026 as of the date of submission.
 - **274 ECISD Uncertified CORE Content Instructors as of February 17, 2026**
 - **138 Elementary CORE**
 - **136 Secondary CORE**
- Specify at least one EPP partner who will support certification efforts and reduce the district's percentage of uncertified teachers.
 - **Odessa Pathway to Teaching (OPT)**
 - **University of Texas Permian Basin (UTPB)**
- Enter the date of approval by the district board of trustees to submit the application for commissioner of education approval.
 - **Requesting Board Approval on February 17, 2026**
- Provide the web page link to the district board of trustees' meeting agenda where the plan for the requirements was approved.
- Provide the webpage link to the board-approved plan.



Becoming a Classroom Teacher in Texas

There are five requirements to become a certified teacher.

- 1. Obtain a Bachelor's Degree** - You must earn a bachelor's degree from an accredited college or university.
 - The Texas Administrative Code requires that candidates completing a Texas program must have a degree from a university that is [accredited by an accrediting agency](#) recognized by the Texas Higher Education Coordinating Board (THECB).
 - [U.S. Department of Education Database for Accredited Colleges and Universities \(outside source\)](#)
 - Health Science Technology and Trades & Industrial Education certifications are exempt from the Bachelor's degree requirement
- 2. Complete an Educator Preparation Program** - You must complete an [Approved Educator Preparation Program](#). If you do not hold a degree you must complete a university program. If you hold a degree you may contact an Alternative Certification Program or Post Baccalaureate program .
[Resources to Help Pay for Educator Preparation](#)
- 3. Pass Certification Exams** - You must pass the appropriate teacher certification exams. Contact your program for exam approval.
- 4. Submit a State Application** - You must apply to be certified after all requirements are met. Do not apply until you have verified with your program that you are eligible.
- 5. Complete Fingerprinting** - All first-time applicants must be fingerprinted as part of a national criminal background check.



Becoming a Certified Texas Educator Through an Alternative Certification Program

1. Decide What you would like to Teach
2. Select an Approved Texas Alternative Certified Program (ACP)
3. Meet the screening Criteria of the Program
4. Develop a Certification Plan with Your Program
5. Obtain a teaching Position
6. Apply for a Probationary Certificate
7. Complete All Requirements for a Standard Certificate
8. Apply for the Standard Certificate
9. Congratulations! You are a Certified Texas Educator



ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT

Identify the total number of uncertified individuals currently assigned to teach foundation curriculum courses in 2025-2026 as of the date of submission. (Instructional Facilitators are not included in these totals. IF students are on the roster of a certified Teacher of Record.)

- **263 ECISD Uncertified Foundation Curriculum (CORE Content: Math, ELAR, Science, Social Studies) Instructors**
- 133 Secondary District of Innovation (DOI) Instructors
- 130 Elementary District of Innovation (DOI) Instructors

Uncertified Teachers (DOIs, IFs not included)	Count	% ALL FTEs (1863)	% of CORE FTEs (1242)
Secondary DOI	133	13%	25%
Elementary DOI	130	16%	18%
TOTAL Uncertified DOI	263	14%	21%

Uncertified Teachers (DOIs & IFs)		Count	% ALL FTEs (1863)	% of CORE FTEs (1242)
Elementary	Dist of Innov (DOI)	130	16%	18%
	Instr. Facil. (IF)	158	19%	22%
	Uncert (DOI+IF)	288	34%	41%
Secondary	Dist of Innov (DOI)	133	13%	25%
	Instr. Facil. (IF)	36	4%	7%
	Uncert (DOI+IF)	169	16%	32%
TOTAL	TOTAL DOI	263	14%	21%
	TOTAL IF	194	16%	60%
	UNCERT (DOI+IF)	457	25%	37%

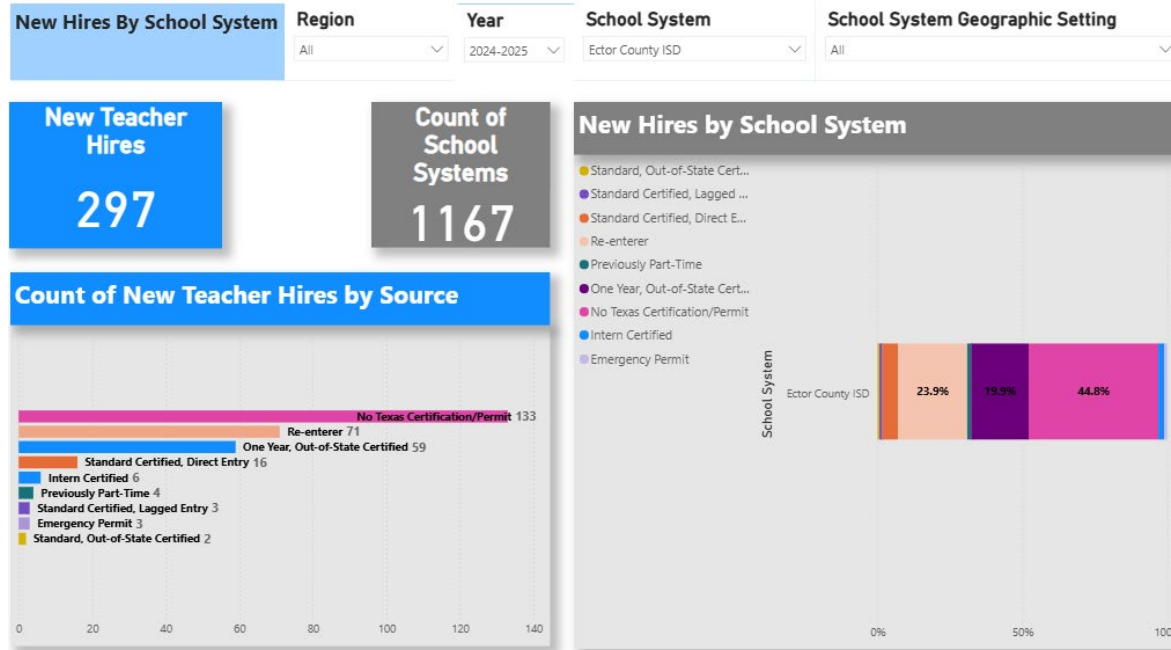
- **DOI – District of Innovation Teacher** - Degreed but not certified for their current assignment.
- **IF – Instructional Facilitator** – Not degreed, not certified for their current assignment.
- **IF2 – Instructional Facilitator Level 2** – Degreed, Not certified for their current assignment.
 - IF2s are assigned to a federally Funded Content (Special Education, Bilingual, Pre-K)



ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT

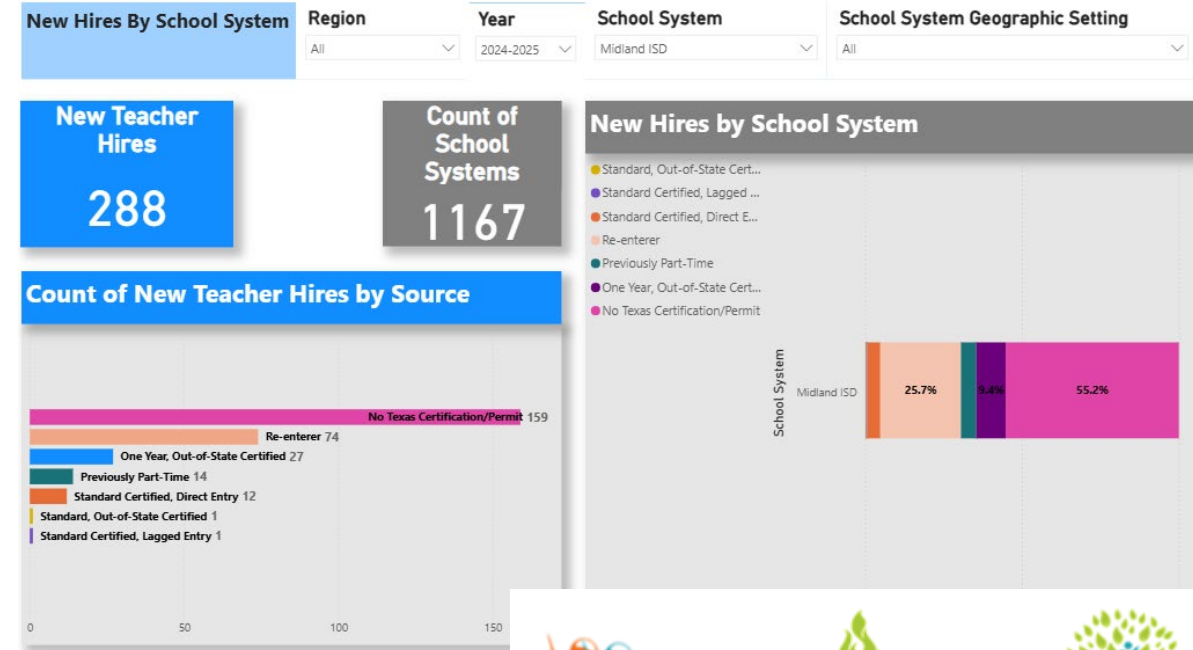
Ector County ISD 2024-2025 SY

- 297 New Teacher Hires
- 133 Uncertified (45%)



Midland ISD 2024-2025 SY

- 288 New Teacher Hires
- 159 Uncertified (55%)



Data from TEA's Newly Certified and Hired Dashboard for the 2024-2025 School Year.

ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT

TEA Newly Hired Dashboard 2024-2025 School Year						
RANK	ESC 18	School System Name	Enroll.	Teachers	# Uncertified	% Uncertified
1	18-Midland	Culberson County-Allamoore ISD	393	34	17	50%
2	18-Midland	Marfa ISD	223	24	12	50%
3	18-Midland	Big Spring ISD	3,451	250	93	37%
4	18-Midland	Marathon ISD	59	14	5	36%
5	18-Midland	Balmorhea ISD	145	17	6	35%
6	18-Midland	Buena Vista ISD	255	20	7	35%
7	18-Midland	Presidio ISD	1,038	80	27	34%
8	18-Midland	Stanton ISD	1,040	89	30	34%
9	18-Midland	Pecos-Barstow-Toyah ISD	2,882	190	64	34%
10	18-Midland	Terlingua Csd	132	15	5	33%
11	18-Midland	Monahans-Wickett-Pyote ISD	2,200	130	43	33%
12	18-Midland	Kermit ISD	1,342	83	26	31%
13	18-Midland	Valentine ISD	24	13	4	31%
14	18-Midland	Midland ISD	28,752	1431	396	28%
15	18-Midland	Alpine ISD	918	78	21	27%
16	18-Midland	Iraan-Sheffield Collegiate ISD	347	34	9	26%
17	18-Midland	Coahoma ISD	1,096	72	19	26%
18	18-Midland	Fort Stockton ISD	8,427	161	36	22%
19	18-Midland	Ector County ISD	33,426	1754	384	22%
20	18-Midland	Terrell County ISD	117	15	3	20%
21	18-Midland	Ft Davis ISD	263	26	5	19%
22	18-Midland	Grandfalls-Royalty ISD	138	16	3	19%
23	18-Midland	Mccamey ISD	498	45	8	18%
24	18-Midland	Greenwood ISD	3,257	216	25	12%
25	18-Midland	Andrews ISD	4,269	278	31	11%
26	18-Midland	Wink-Loving ISD	445	46	4	9%
27	18-Midland	Grady ISD	250	23	2	9%
28	18-Midland	Glasscock County ISD	292	38	3	8%
29	18-Midland	Reagan County ISD	810	53	4	8%
30	18-Midland	Forsan ISD	751	54	4	7%
31	18-Midland	Rankin ISD	295	43	2	5%
32	18-Midland	San Vicente ISD	6	5	0	0%

TEA NEW HIRE Dashboard	2024-2025				2023-2024				2022-2023			
	ECISD		MISD		ECISD		MISD		ECISD		MISD	
New Hires	297		288		280		245		305		199	
Uncertified	133	45%	159	55%	138	49%	119	49%	128	42%	82	41%
Ceified	164	55%	129	45%	142	51%	126	51%	177	58%	117	59%

	2024-2025	2023-2024	2022-2023	2021-2022	2020-2021	All (since 2009-2010 SY)
EPP TOTALS	226	170	227	238	467	5414
Out of State	103	66	70	62	57	988
UTPB	42	35	50	44	100	1410
A+ Texas	11	13	22	37	88	710
iTeach	23	21	37	35	115	713
Sul Ross S.U.	22	13	19	20	13	308
Region 4 ESC	13	13	8	10	13	143
Region 18 ESC	NA	NA	NA	NA	NA	688
ECISD	NA	2	11	NA	NA	15

Data from TEA's Newly Certified and Hired Dashboard for the 2024-2025 School Year.



ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT

Specify at least one EPP partner who will support certification efforts and reduce the district's percentage of uncertified teachers.



ECISD THE UNIVERSITY OF TEXAS PERMAN BASIN COLLEGE OF EDUCATION

FALCON FAST TRACK

Alternative Certification Program

*This route is for DOI teachers!
If you are a ECISD DOI teacher,
this is perfect for you!*

**Become a CERTIFIED teacher
in as little as ONE year!**

**Apply now to start
summer classes soon!**

INTERESTED?



UTPB FAST TRACK ADVANTAGES:

- 100% online
- Nationally accredited by CAEP
- Affordable - \$1,844 total plus "new to program" \$500 scholarship available!
- Maximum flexibility
- Personalized attention
- Certification areas available: Early Childhood - 6th grade; middle school and high school subjects in math, science, social studies, chemistry, ELAR, life science, speech, art, music, PE, Spanish, plus supplements in Special Education and ESL.

CONTACT US futureteacher@utpb.edu (432) 552-2120 utpb.edu



ECISD

ODESSA PATHWAY TO TEACHING



ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT

What is ECISD Doing to support educator certification? Individual Certification Plan (ICP) meetings

**Ector County ISD
Human Capital Division**
802 N. Sam Houston
Odessa, TX 79761



TO: Uncertified teachers/instructional staff
(District of Innovation (DOI) Teachers, Instructional Facilitators I & II)

FROM: Ector County Independent School District Human Capital Division

DATE: _____, 2025

RE: ECISD Individualized Certification Plans (ICPs)

The Texas 89th Legislature has updated teacher certification requirements. Starting with the 2026-2027 School Year, all teachers/classroom instructional staff (including, but not limited to, District of Innovation "DOI" Teachers, Instructional Facilitators I&II) teaching in Kindergarten-Fifth Grade core content classes (ELAR, Math, Science, & Social Studies) will be required to be fully certified by the State Board of Educator Certification (SBEC) with a STANDARD Certificate by the end of the 2025-2026 school year. Current DOI Teachers are required to be fully certified by May 29, 2026, prior to the 2026-2027 school year. Additionally, to progress towards certification, you are required to be enrolled in an Alternative Certification Program (ACP). There are many ACP options that you are able to enroll. The Texas Education Agency (TEA) provides a list of APPROVED Educator Preparation Programs for you to be able to enroll for your Alternative Certification. Your deadline to enroll in an ACP is November 30, 2025.

DOI Teachers that are not certified by May 29, 2026, will have an assignment change processed to move you from your current DOI Teacher position to an Instructional Facilitator II - DEGREED (IF II) during the month of June 2026. The IF II is a paraprofessional position that has a base compensation of \$26.73/hour according to the ECISD 2025-2026 Compensation Plan (Instructional Support Pay Plan Pay Grade 8). IF II staff members are not eligible for Teacher Incentive Allotment as the IF II is not considered the Teacher of Record (TOR).

In order to ensure that you as an employee, and we as a District, are in compliance with these requirements, representatives from the Human Resources Department are meeting with Uncertified DOI Teachers to introduce, review, and collaborate on the attached Individualized Certification Plan (ICP).

ECISD Offers several resources and opportunities to support you in your certification journey. The Talent Development department has access to multiple online Test Prep tutoring platforms and in-person trainings. You will be required to participate in at least 1 Test Prep session per Semester (1-Fall and 1-Spring) as part Individualized Certification Plan's requirements. Please be on the lookout for information from the ECISD Talent Development team with schedules for these opportunities.

Your signature below acknowledges that you have received a copy of this letter and been informed of these certification requirements. It is understood that your signature does not necessarily indicate that you agree with its contents.

ECISD Human Resources Representative

(Acknowledgement of Receipt by Employee)

**Ector County ISD
Human Capital Division**
802 N. Sam Houston
Odessa, TX 79761



ECISD Individualized Certification Plan (ICP)

NAME: _____	NOTES: _____
EMP. ID: _____	_____
POSITION: _____	_____
HIRE DATE: _____	_____
SCHOOL: _____	_____

1. EXAMS NEEDED FOR THE POSITION

CORE	TEST(S) REQUIRED FOR THE POSITION	TEST PASSED (If so, Date)
PEDAGOGY AND PROFESSIONAL RESPONSIBILITIES (PPR)	<input type="checkbox"/>	<input type="checkbox"/>
OTHER:	<input type="checkbox"/>	<input type="checkbox"/>

2. DID YOU COMPLETE AN EDUCATION PROGRAM WITH STUDENT TEACHING AT A UNIVERSITY THAT APPROVES YOU TO TAKE THE CERTIFICATION EXAMS?
YES _____ NO _____ IF YES, INDICATE THE PROGRAM: _____

3. ARE YOU ENROLLED IN AN ALTERNATIVE CERTIFICATION PROGRAM (ACP)?
YES _____ NO _____ IF YES, INDICATE THE PROGRAM: _____

ACTION STEPS:

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____

I understand that as an uncertified DOI teacher, I am required to actively pursue a STANDARD certification from the State Board of Educator Certification in Texas. I agree to follow the action steps discussed and will keep my Principal and Human Resources Department staff updated on my certification progress, by providing proof of the documents needed as requested.

Signature _____ Date _____

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Human Capital Division**
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Core Content DOI Teachers that are not certified by May 28, 2027, will have an assignment change processed to move you from your current DOI Teacher position to an Instructional Facilitator II - DEGREED (IF II) during the month of June 2027. The IF II is a paraprofessional position that has a base compensation of \$26.73/hour according to the ECISD 2025-2026 Compensation Plan (Instructional Support Pay Plan Pay Grade 8). IF II staff members are not eligible for Teacher Incentive Allotment as the IF II is not considered the Teacher of Record (TOR).

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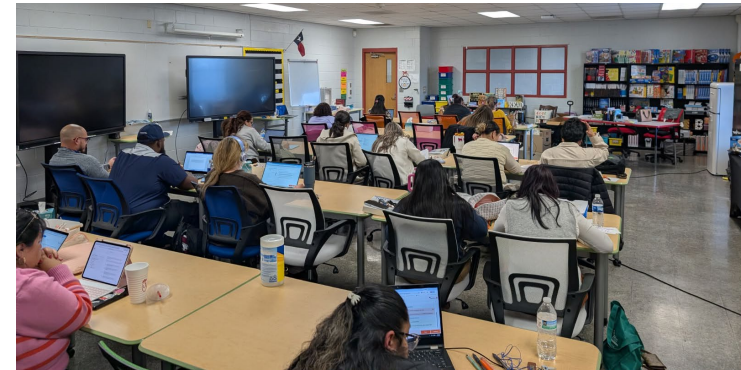
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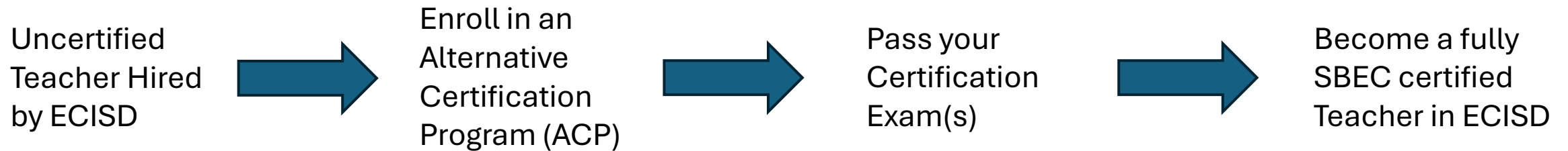
What is ECISD Doing to support educator certification?

- Individual Certification Plan (ICP) meetings
- Odessa Pathway to Teaching (OPT)
- Partnership with UTPB
- Certification Fair - 6 Alternative Certification Programs (ACPs) attended
- Orientation: Building a Study Plan (4 separate sessions)
- Weekly Sessions hosted by CERTIFIED ECISD Human Capital Staff
 - Test Prep Sessions
 - Virtual Content-Specific Tutoring
 - Open Study Hours
- Monthly Certification Practice Tests opportunities (70+ signed up for 2/7/26)
- University of Texas Permian Basin – Falcon Fast Track
 - Accredited Alternative Certification Program
 - Flexible 100% online program
 - Multiple information sessions held in ECISD
- Center for Reigniting the Educator Workforce (CREW)
 - 1 of 5 Texas Regional Hubs
 - Partnering with Odessa College (OC), University of Texas Permian Basin (UTPB), Midland ISD, Texas Workforce Commission.



The Road Ahead for Uncertified Teachers

The State has re-emphasized its expectation for certification. However, they have also given a process to delay implementation of HB2 Certification Requirements. ECISD holds the expectation that uncertified educators become certified within 2 years. The ECISD Human Capital team is providing the map, the resources, and the support to help our uncertified teachers to meet this level of excellence.



QUESTIONS?



The administration requests that you approve the ECISD Human Capital Division to submit a Delay of Teacher Certification Requirements until the 2029-2030 SY to TEA.

