



**NUECES CANYON**  
*Consolidated Independent School District*  
*"The Pride of Nueces Canyon"*

P. O. Box 118  
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**District Plan for Meeting Teacher Certification Requirements  
by School Year 2029-2030**

**February 2026**

Pursuant to Tex. Educ. Code § 21.0032(a-1), Nueces Canyon CISD 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:** Nueces Canyon Consolidated Independent School District (069-902)

**Superintendent Name and Email:** Kristi Powers, [kpowers@nccisd.net](mailto:kpowers@nccisd.net); (830) 234-3514

**Board Approval Date:** February 23, 2026

**Date Posted on School Website:** February 24, 2026

**Link to Plan:** <https://www.nccisd.net/departments-administration/school-board>

### **Current Nueces Canyon CISD Staffing Profile**

As of the 2025-2026 school year, Nueces Canyon CISD employs a limited number of uncertified teachers serving as teachers of record in foundation curriculum areas. The district currently has **one (1) uncertified teacher**, assigned as follows:

- Nueces Canyon High School

English Language Arts – Grades 9-12

The uncertified teacher identified above is serving as teacher of record in the assigned classroom.

### **Root Causes**

- NCCISD is a rural district in a remote area which makes it harder to recruit certified teachers from outside or retain them long term.
- NCCISD is a harder transition for candidates not raised in rural settings.
- There are limited professional job opportunities and few major industries to draw families to the area.
- NCCISD is a long distance from major cities

### **Educator Preparation Program Partnerships:**

- Texas Teachers of Tomorrow, Education Service Center 15

These partnerships provide alternative certification pathways, coursework support, and testing preparation for district employees pursuing certification.

## Timeline & Strategic Plan for Transition/Maintain Compliance

<b>Year</b>	<b>Goals</b>	<b>Key Strategies to reduce uncertified teachers and build a pipeline</b>	<b>Responsible Parties</b>	<b>Monitoring Metrics</b>
2025-2026	Maintain uncertified teachers in PK-12	Offer stipends to certified teachers in high need areas.	Superintendent/Principal	% uncertified teachers in PK-12
2026-2027	If uncertified teachers are hired in PK-12	Offer cohorts with study materials, assign mentor, track progress: Region 15 Partnership / Instructional Coaching	Superintendent/Principal	% uncertified teachers in PK-12
2027-2028	If uncertified teachers are hired in PK-12	Offer cohorts with study materials, assign mentor, track progress: Region 15 Partnership / Instructional Coaching	Superintendent/Principal	% uncertified teachers in PK-12

2028-2029	Achieve only hiring certified teachers in foundation subjects	Offer cohorts with study materials, assign mentor, track progress: Region 15 Partnership	Superintendent/Principal	% uncertified teachers in PK-12
2029-2030	Full compliance	Offer cohorts with study materials, assign mentor, track progress: GYO and Residency	Superintendent/Principal	% uncertified teachers in PK-12

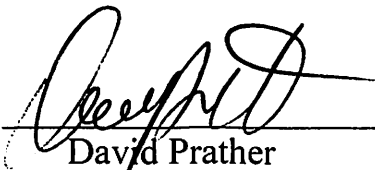
## Strategies to Support Uncertified Teachers

<b>Year</b>	<b>Strategy Description</b>	<b>Responsible Parties</b>	<b>Monitoring Metrics</b>
2025-2026	Assign trained mentors to first, second, third year teachers, Instructional Coaching	Principal	List of new teachers and assigned mentor
2025-2026	Create a certification plan for all uncertified teachers employed by the district; Instructional Coaching	Superintendent	100% of uncertified teachers have a written certification plan by May 28, 2026
2026-2027	Create a cohort to support our uncertified teachers with free study materials; Instructional Coaching	Principal	50% of uncertified teachers pass content test by EOY
2026-2027	Offer additional universities Partnerships; Continued Instructional Coaching	Superintendent	100% of all associated teachers enrolled in program

The district will fund assessment preparation resources for any uncertified staff members.

**Attestation:**

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

Board President Signature:  Date: 2/23/2026  
David Prather

Superintendent Signature:  Date: 2-23-2026  
Kristi Powers