

# *West Rusk CCISD*

## **Plan for Meeting Teacher Certification Requirements by 2029 - 2030**

February 23, 2026

Pursuant to Tex. Educ. Code § 21.0032(a-1), West Rusk CCISD 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: **West Rusk County Consolidated Independent School District**

County-District Number (CDN): **201 - 914**

Superintendent(interim) Name & Email: **Gwen Gilliam, gilliamg@westruskisd.org**

Point of Contact for Plan Implementation: **Leah Bobbitt, Assistance Superintendent**

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

Date Posted to District Website: **February 24, 2026**

### **I. LEGAL FRAMEWORK**

This plan is created in response to the requirements of Texas Education Code (TEC) §21.0032, as enacted by House Bill 2 (HB 2, 89th Legislature, Regular Session, 2025), which mandates that a person may not be employed as a teacher of record for a foundation curriculum course unless they hold the appropriate certification. While the statutory compliance deadline is the start of the 2029-2030 school year, West Rusk CCISD is committed to achieving this standard as rapidly as possible to ensure high-quality instruction for all students.

### **II. District Commitment**

West Rusk CCISD is committed to fully phasing out uncertified staff in all core curriculum roles by the start of the 2029–2030 school year. This goal is supported by the district improvement plan in recruitment and retention.

### **III. Uncertified Teacher Data (2025-2026 Academic School Year)**

#### **Elementary RLA (K-5)**

Total Core FTE: 17

Number of Uncertified Teachers: 2

Percentage Uncertified: 12%

EPP Partner(s) Supporting This Group: East Texas Baptist 240 Certification program

#### **Elementary Math (K-5)**

Total Core FTE: 14

Number of Uncertified Teachers: 3

Percentage Uncertified: 21%

EPP Partner(s) Supporting This Group: East Texas Baptist 240 Certification program  
and Region 7 ESC EMPACT ETX

#### **Elementary Science (K-5)**

Total Core FTE: 14  
Number of Uncertified Teachers: 2  
Percentage Uncertified: 14%  
EPP Partner(s) Supporting This Group: East Texas Baptist 240 Certification program

**Elementary SS (K- 5)**

Total Core FTE: 14  
Number of Uncertified Teachers: 2  
Percentage Uncertified: 14%  
EPP Partner(s) Supporting This Group: East Texas Baptist 240 Certification program,

**Secondary Math (6-12)**

Total Core FTE: 7  
Number of Uncertified Teachers: 1  
Percentage Uncertified: 14%  
EPP Partner(s) Supporting This Group: A+ Teachers

**Secondary Science (6-12)**

Total Core FTE: 7  
Number of Uncertified Teachers: 0  
Percentage Uncertified: 0  
EPP Partner(s) Supporting This Group: N/A

**Secondary ELA (6 - 12)**

Total Core FTE: 9  
Number of Uncertified Teachers: 0  
Percentage Uncertified: 0  
EPP Partner(s) Supporting This Group: N/A

**Secondary SS (6 - 12)**

Total Core FTE: 6  
Number of Uncertified Teachers: 3  
Percentage Uncertified: 50%  
EPP Partner(s) Supporting This Group: I TEACH TEXAS, Region 7 ESC - IMPACT ETX

**TOTAL CORE CURRICULUM**

Total FTEs: 88    Total Uncertified: 13    Total Percentage: 15%

**IV. Hiring Trends (New Uncertified Hires)**

Average number of new uncertified teachers hired by the district over the past three school years.

2022 - 2023: New Uncertified Foundation Hires - 2  
2024 - 2025: New Uncertified Foundation Hires - 2  
2025 - 2026: New Uncertified Foundation Hires - 8  
Avg. Total  $12 / 3 = 4$

**V. Educator Preparation Program Partnerships**

Name of EPP Description of Partnership (How will the EPP support certification, training, mentorship etc.)

**Region 7 Alt Program (IMPACT ETX):** works with degreed teachers to obtain their teacher certification by offering training and practice certification tests

**East Texas Baptist 240 Certification program:** works with both degreed and predegreed persons to complete their degree and certification with college course work, teacher training and practice certification tests.

**A+ Teachers:** alternative certification program to help degreed persons to obtain their teacher certification.

**I TEACH TEXAS:** alternative certification program to help degreed persons to obtain their teacher certification.

## **VI. Strategic Action Plan School Year Timeframe % of Uncertified Teachers**

**Goal:** Decrease by 5 % yearly

### **2025 - 2026**

#### **Fall 2025 - Summer 2026**

##### **Strategies:**

1. Recruit certified teachers at local job fairs
2. Host a job fair in spring to recruit certified teachers
3. Develop individual certification plans and timelines for uncertified teachers
4. Require uncertified teachers who are not enrolled in an alternative certification program to enroll in alt cert within 30 days of hire
5. Monitor progression in the alternative teacher program

##### **Person(s) Responsible:**

Superintendent  
Assistant Superintendent  
Campus Principals  
Alternative Program Coordinator  
Mentors

### **2026 - 2027**

#### **Fall 2026 - Summer 2027**

**GOALS:** K - 5th - 10 % 6th - 12th - 10 %

##### **Strategies:**

1. Encourage TExES exam prep courses
2. Continue mentor program with West Rusk CCISD
3. Recruit certified teachers at local job fairs and host an West Rusk job fair
4. Continue to monitor all uncertified teachers and their progress
5. Require uncertified teachers who are not enrolled in an alternative certification program to enroll in alt cert within 30 days of hire

##### **Persons Responsible:**

Superintendent  
Assistant Superintendent  
Campus Principals  
Alternative Program Coordinator

Mentors

**2027 - 2028**

**Fall 2027 - Summer 2028**

K - 5th - 5 %    6th - 12th - 5 %

**Strategies:**

1. Continue support for uncertified teachers and monitor their progress
2. Provide TExES exam prep course through 240 Tutoring and Region 7 ESC IMPACT ETX
3. Recruit certified teacher at local college job fairs
4. Require uncertified teachers who are not enrolled in an alternative certification program enroll in alt cert within 30 days of hire

**Persons Responsible:**

Superintendent  
Assistant Superintendent  
Campus Principals  
Alternative Program Coordinator  
Mentors

**2028 - 2029**

**Fall 2028 - Summer 2029**

K - 5th - 2 %    6th - 12th - 2 %

**Strategies:**

1. Continue support for uncertified teachers through 240 Certification and monitor their progress
2. Provide TExES exam prep course through 240 Tutoring and IMPACT ETX
3. Recruit certified teacher at local job fairs
4. Require uncertified teachers who are not enrolled in an alternative certification program to enroll in alt cert within 30 days of hire

**Persons Responsible:**

Superintendent  
Assistant Superintendent  
Campus Principals  
Alternative Program Coordinator  
Mentors

**2029 - 2030**

**Fall 2029 - Summer 2030**

K - 5th - 0%    6th - 12th - 0%

**Strategies:**

1. Ensure West Rusk CCISD hires certified teachers for all foundation courses
2. Continue to recruit certified teachers at job fairs
3. Continue collaborating with alternative programs EPP to certify all teachers at West Rusk CCISD including CTE.

**Persons Responsible:**

Superintendent

Assistant Superintendent  
Campus Principals  
Alternative Program Coordinator  
Mentor


**VII. Board Approval and Attestation**

**Attestation Statement:**

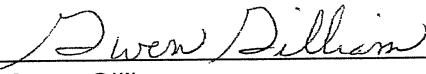
Pursuant to House Bill 2 (HB 2) and applicable Texas Education Code provisions, the West Rusk County Consolidated Independent School District hereby attests that:

1. Recruitment Efforts: The district has made a documented, good-faith effort to recruit a fully certified teacher for the assignments listed above but has been unable to secure a 100% certified candidate.
2. Certification Waiver Eligibility: The district is requesting a waiver/permit for K - 5 Reading and Math Teachers to serve in their assigned role and confirms that this waiver or permit is consistent with Texas Education Code § 7.056 (state waiver) or § 21.055 (district teaching permit).
3. DOI Limitations: The requested placement complies with the current HB 2 limitations on District of Innovation plan exemptions for foundational courses. If this request is for existing exemptions under a current DOI plan, the district confirms the exemption remains valid only for 2026 - 2027 academic year and understands that DOI exemptions for secondary foundational subjects are progressively restricted by law in 2027 - 2028.
4. Support and Transition Plan: The district commits to supporting this teacher in pursuing full certification and outlines the specific supports that will be provided by various Alternative Certification Programs such as 240 Certification (East Texas Baptist University), Impact ETX (Region 7), A+ Teachers, and I TEACH Texas.
5. Compliance and Accountability: The district acknowledges and agrees to comply with all state laws, regulations, and reporting requirements relating to educator certification and understands that misuse of waiver authority may affect future approvals.

This plan has been reviewed and approved by the Board of Trustees of West Rusk CCISD in an open meeting on February 23 2026. The Board authorizes the Superintendent and his/her designees to execute the strategies outlined herein to ensure full compliance with TEC §21.0032

Board President Signature:  Date: 2/23/2026  
Sandra Smith

Board Secretary Signature:  Date: 2/23/2026  
Vice President Iris Hammon Mathew Eastwood

Superintendent Signature:  Date: 2/23/2026  
(interim) Gwen Gilliam