



HAMLIN COLLEGIATE

INDEPENDENT SCHOOL DISTRICT

Delay of Teacher Certification Plan

Board Approved: 2/12/2026

The following *Delay of Teacher Certification Plan* presented to HCISD Board of Trustees by Cristy Castañares, HCISD Director of Teaching and Learning on February 12, 2026.

UNCERTIFIED TEACHERS BREAKDOWN BY GRADE LEVEL AND/OR SUBJECT AREA:

Reading/ELA

K	1 st	2 nd	3 rd	4 th	5 th	6 th 1
7 th	8 th	9 th 1	10 th	11 th	12 th	<u>Sub Total</u> 2

Mathematics

K	1 st	2 nd 1	3 rd	4 th	5 th	6 th
7 th	8 th	9 th	10 th	11 th	12 th	<u>Sub Total</u> 1

Science

K	1 st	2 nd	3 rd	4 th	5 th	6 th
7 th 1	8 th	9 th	10 th	11 th	12 th	<u>Sub Total</u> 1

Social Studies

K	1 st	2 nd	3 rd	4 th	5 th	6 th
7 th	8 th 1	9 th	10 th	11 th	12 th	<u>Sub Total</u> 1



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Average number of new uncertified teachers hired by the district over the past three school years (2022-23, 2023-24, 2024-25)	Total 2
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EDUCATOR PREPARATION PROGRAM PARTNERSHIPS

Name of EPP	Description of Partnership <small>(How will the EPP support certification, training, mentorship etc.)</small>
iTeach	We currently have 1 teacher enrolled and another coming on board before the school year ends. Support will be in the form of:

TIMELINE & STRATEGIC PLAN FOR TRANSITION TO COMPLIANCE

Year	Goals	Key Strategies to reduce uncertified teachers & build pipeline.	Responsible Parties	Monitoring Metrics
2025-2026	-Reduce uncertified teachers in reading/ELA by 50% -Reduce uncertified teachers in Social Studies/History by 100%	-Offer coaching session on a weekly or bi-weekly basis; track progress in program	-Director of Teaching & Learning -EPP (if applicable) -Chosen Alt Cert. program	-HCISD currently has 8 Reading/ELA teachers. 2 (25%) are uncertified -HCISD currently has 2 Social Studies/History teachers. 1 (50%) is uncertified



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2026-2027	Reduce uncertified teachers in math by 100%	-Offer coaching session on a weekly or bi-weekly basis; track progress in program	-Director of Teaching & Learning -EPP (if applicable) -Chosen Alt Cert. program	-HCISD currently has 8 Math teachers. 1 (13%) is uncertified
2027-2028	Expand to include Science	-Offer coaching session on a weekly or bi-weekly basis; track progress in program -Set-up everyone with a mentor teacher	-Director of Teaching & Learning -Campus Principal -EPP (if applicable) -Chosen Alt Cert. program	-HCISD currently has 2 Science teachers. 1 (50%) is uncertified
2028-2029	Achieve < 5% uncertified in foundation subjects	-Continue with coaching and progress monitoring -Track mentor meeting with mentee with fidelity	-Director of Teaching & Learning -Campus Principal -EPP (if applicable) -Chosen Alt Cert. program	
2029-2030	Full compliance (0% uncertified)	-Audit employee files to ensure State certificates have been submitted to HR	-Director of Teaching & Learning -HR Director	100% of HCISD teachers will be certified



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STRATEGIES TO SUPPORT UNCERTIFIED TEACHERS

Year	Strategy Description	Responsible Parties	Monitoring Metrics
2025-26	<ul style="list-style-type: none">-Establish an MOU with an EPPs-Create a certification plan for all uncertified teachers employed by the district-Meet with each uncertified individual to present plan and gain their acknowledgment of the timeline	Director of Teaching & Learning	100% of uncertified teachers have a written certification plan by 5/2026
2026-27	<ul style="list-style-type: none">-Ensure each uncertified individual will be coached throughout the 26-27 school year either on a weekly or bi-weekly basis-Track coaching with fidelity on district created tracker-District leader ensures coaching is taking place with fidelity by conducting checks on trackers	<ul style="list-style-type: none">-Director of Teaching & Learning-Campus Administration	50% or more of uncertified teachers pass content test by EOY
2027-30	<ul style="list-style-type: none">-Continue coaching individuals who have not attained certification-Continue to implement strategies established in 2026-27	<ul style="list-style-type: none">-Director of Teaching & Learning-Campus Administration	



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INDIVIDUAL PLAN & METRICS

EMPLOYEE: _____ DATE INITIATED: _____

Year	Strategy Description	Responsible Parties	Monitoring Metrics
2025-26	-	Director of Teaching & Learning	
2026-27	-Coaching to take place: <input type="checkbox"/> Weekly <input type="checkbox"/> Every 2 Weeks <input type="checkbox"/> Once a month	___ Director of Teaching & Learning ___ Campus Administration ___ Instructional Coach	
2027-28	-Coaching to take place: <input type="checkbox"/> Weekly <input type="checkbox"/> Every 2 Weeks <input type="checkbox"/> Once a month	___ Director of Teaching & Learning ___ Campus Administration ___ Instructional Coach	
2028-29	-Coaching to take place: <input type="checkbox"/> Weekly <input type="checkbox"/> Every 2 Weeks <input type="checkbox"/> Once a month	___ Director of Teaching & Learning ___ Campus Administration ___ Instructional Coach	
2029-30	-Coaching to take place: <input type="checkbox"/> Weekly <input type="checkbox"/> Every 2 Weeks <input type="checkbox"/> Once a month	___ Director of Teaching & Learning ___ Campus Administration ___ Instructional Coach	