

# **Roscoe Collegiate ISD Plan to Address Uncertified Teachers**

**Roscoe CISD** has established the following plan to ensure that all teachers are certified by the 2029–2030 school year in foundational subject areas.

## **Plan Goal**

Ensure all teachers in foundational subject areas are fully certified by the 2029–2030 school year through defined partnerships, mentoring, and clear completion expectations.

Roscoe Collegiate ISD currently employs six uncertified teachers in foundation subject areas.

## **Educator Preparation Programs and Certification Partners**

Roscoe CISD is currently working with the following Universities and Educator Preparation Programs to support teachers in achieving certification:

### **Universities:**

Angelo State University

### **Alternative Certification Programs**

Teachers of Tomorrow

Region 14 Education Service Center (ESC 14)

### **District Support Strategies**

Roscoe Collegiate ISD will implement the following strategic actions to support uncertified teachers and strengthen staffing capacity in high-need areas:

- Work with certified teachers in related disciplines to expand their credentials and obtain additional certifications in identified shortage areas.
- Pair each uncertified teacher with a seasoned mentor to provide ongoing instructional support and promote a successful experience for both the teacher and his/her students.
- Partner with EPP programs to support certification completion.
- Provide access to study resources.
- Targeted support for remaining uncertified teachers to include science and social studies
- Develop individualized certification plans for all uncertified teachers
- Prioritize hiring certified candidates
- Monitor progress quarterly and adjust support accordingly
- Conduct district wide compliance reviews to ensure readiness for full implementation by school year 2029-2030.

### **Program Expectations and Timelines**

Teachers participating in an Educator Preparation Program are expected to complete their internship within one year. Extensions may be granted on an individual basis as warranted.

### **Posting Information**

Target Certification Year: 2029–2030

Posting Date: 03-31-26

### **Questions**

For questions regarding this plan, contact:

Roscoe CISD Administration, 325-766-3629