

Montague ISD Teacher Certification Compliance Plan (2026–2030)

Purpose:

Ensure all teachers meet Texas statutory certification requirements before the 2029–2030 academic year through strategic partnerships with iTeach Texas, ESC Region 10, and ESC Region 11.

Goals:

- Reduce the percentage of uncertified teachers each year.
- Provide structured support for current uncertified teachers to complete certification.
- Build a sustainable recruitment pipeline of certified educators.

Data Review:

Montague ISD will review the Newly Certified and New Teacher Hires Dashboard and the Uncertified Teachers by District/School System Report to establish a baseline and monitor progress annually.

Timeline & Targets:

2026–2027: Identify all uncertified teachers by grade level and subject. Reduce the percentage by at least 20% through enrollment in certification programs with iTeach Texas. Provide mentoring and ESC training support.

2027–2028: Reduce remaining uncertified teachers by an additional 30%. Expand recruitment through job fairs, student teacher placements, and partnerships with ESC 10 and ESC 11.

2028–2029: Reduce uncertified teachers to minimal levels (target under 5%). Provide testing support, stipends, and coaching to complete certification.

Before 2029–2030: Achieve full compliance with statutory certification requirements.

Support Strategies:

- Formal partnership with iTeach Texas as the primary Educator Preparation Program (EPP).
- Professional development, mentoring, and certification guidance through ESC Region 10 and ESC Region 11.
- Campus-level mentors assigned to teachers pursuing certification.
- Regular progress monitoring by district leadership.

Recruitment & Pipeline Development:

- Targeted recruitment of certified teachers through regional job fairs and university partnerships.
- Grow-your-own programs for paraprofessionals and community members interested in teaching.
- Early contracts for student teachers and residents from EPP partners.

Governance & Approval:

This plan will be presented to the Montague ISD Board of Trustees for approval. Upon approval, the plan will be posted on the district website in an easily accessible location. The district will submit the board-approved plan as part of the TEA application process for final approval.