

District Plan for Meeting Teacher Certification Requirements by School Year 29-30

Pursuant to Tex. Educ. Code § 21.0032(a-1), Farwell Independent School District 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.

Must be submitted no later than March 2, 2026

District Name: Farwell Independent School District

County-District Number (CDN): 185902

Superintendent Name & Email: Colby Waldrop, cwaldrop@farwellschools.org

Point of Contact for Plan Implementation: Colby Waldrop (806) 481-3371 or Kendra Almanza (806) 481-3351

Board Approval Date: February 9, 2026

Date Posted to District Website: February 10, 2026

Link to Posted Plan:

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

Reading/ELA

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

Mathematics

<u>K</u>	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>6th</u>
<u>7th</u>	<u>8th</u>	<u>9th</u>	<u>10th</u>	<u>11th</u>	<u>12th</u>	<u>Sub Total</u> 0

Science

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

Social Studies

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

Average number of new uncertified teachers hired by the district over the past three school years (2022-23, 2023-24, 2024-25)	<u>Total</u> 4
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EDUCATOR PREPARATION PROGRAM PARTNERSHIPS

Name of EPP	Description of Partnership (How will the EPP support certification, training, mentorship, etc.?)
Pace Program	Coursework, Resources, Clinical mentors, observations/feedback, test prep, etc.
Texas Teachers of Tomorrow	Coursework, Resources, Clinical mentors, observations/feedback, test prep, etc.
iTeach Texas	Coursework, Resources, Clinical mentors, observations/feedback, test prep, etc.

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%	Assign mentor; track progress: TIA, retention focus	District Administrators, & EPP	% uncertified reading/ELA teachers
2026-2027	Maintain uncertified math teachers to 20%.	Assign mentor; track progress: TIA, retention focus	District, Administrators, & EPP	% uncertified math teachers
2027-2028	Expand to include science & social studies	Assign mentor; track progress: TIA, retention focus	District, Administrators, & EPP	% uncertified science & social studies teachers
2028-2029	Achieve < 5% uncertified in foundation subjects	Assign mentor; track progress: TIA, retention focus	District, Administrators, & EPP	% uncertified teachers in foundational subjects
2029-2030	Full compliance (0% uncertified)	Assign mentor; track progress: TIA, retention focus	District Administrators, & EPP	% uncertified teachers in foundational subjects

STRATEGIES TO SUPPORT UNCERTIFIED TEACHERS

Year	Strategy Description	Responsible Parties	Monitoring Metrics
2025-26	Create a certification plan for all uncertified teachers employed by the district	Administrators	100% of uncertified teachers have a written certification plan by 2025/2026
2026-27	Create a cohort to support our uncertified teachers with study materials	Instructional Coach	50% of uncertified teachers pass the content test by EOY
2027-28	Continue a cohort to support our uncertified teachers with study materials	Instructional Coach	75% of uncertified teachers pass the content test by EOY

Attestation:

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

Board President Signature: 

Date: 2-9-26

Superintendent Signature: 

Date: 2/9/26