



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

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

County-District Number (CDN): 019902

Superintendent Name & Email: Byron K. Minter, minterk@hooksisd.net

Point of Contact for Plan Implementation: Tracy Cook, cookt@hooksisd.net

Board Approval Date: February 23, 2026

Date Posted to District Website: February 25, 2026

Link to Posted Plan: <https://www.hooksisd.net/>

UNCERTIFIED TEACHERS BREAKDOWN BY GRADE LEVEL (Math and Science)

<u>K-5</u> 0	<u>6-8</u> 1	<u>9-12</u> 3
-----------------	-----------------	------------------

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> 3
---	-------------------

EDUCATOR PREPARATION PROGRAM PARTNERSHIPS

Name of EPP	Description of Partnership <small>(How will the EPP support certification, training, mentorship etc.)</small>
Texas A&M University - Texarkana	TAMUT will partner with HISD to support teachers seeking alternative certification. This EPP will provide observations, support, and other tools needed to assist teachers in obtaining certification.

	<p>Courses focus on classroom management and skills, advisors from the university will communicate needs and support for the teachers. The district will provide each teacher seeking certification with a mentor teacher trained through the Texas Mentoring Program to provide additional support and help the candidate stay on a timeline.</p>
--	--

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 foundation subjects by 25%	Assign mentor, track progress through quarterly meetings with district and campus administrator and the candidate seeking certification. Offer test preparation training and individual professional development in needed areas.	District Assistant Superintendent, Campus Principals and EPP	% uncertified
2026-2027	Reduce uncertified teachers in foundation subjects by 50%	Continue to track progress through quarterly meetings with district and campus administrator and the candidate seeking certification. Offer test preparation training and individual professional development in needed areas.	District Assistant Superintendent, Campus Principals and EPP	% uncertified
2027-2028	Reduce uncertified teachers in foundation subjects by 75%	Continue to track progress through quarterly meetings with district and campus administrator and the candidate seeking certification. Offer test preparation training and individual professional development in needed areas.	District Assistant Superintendent, Campus Principals and EPP	% uncertified

2028-2029	Achieve < 5% uncertified in foundation subjects	Continue to track progress through quarterly meetings with district and campus administrator and the candidate seeking certification. Offer test preparation training and individual professional development in needed areas.	District Assistant Superintendent, Campus Principals and EPP	% uncertified
2029-2030	Full compliance (0% uncertified)	Continue to track progress through quarterly meetings with district and campus administrator and the candidate seeking certification. Offer test preparation training and individual professional development in needed areas.	District Assistant Superintendent, Campus Principals and EPP	% uncertified

STRATEGIES TO SUPPORT UNCERTIFIED TEACHERS

Year	Strategy Description	Responsible Parties	Monitoring Metrics
2025-26	<p>Apply for PREP Mentoring Grant</p> <p>Create a certification plan for all uncertified teachers employed by the district</p>	<p>Assistant Superintendent of Curriculum</p> <p>Campus Principal</p>	<p>Will provide mentor teachers with specialized training and \$1000 stipend. The district also pays mentor teachers a stipend of \$500 for a total of \$1500.</p> <p>100% of uncertified teachers have a written certification plan by 5/2026</p>
2026-27	<p>Provide uncertified teachers with mentor support from EPP, campus mentor and Region Service Center.</p> <p>Quarterly meetings with uncertified teacher to monitor certification checklist, progress toward meeting timeline goals</p>	<p>Assistant Superintendent of Curriculum</p> <p>Campus Principal</p>	<p>25% of uncertified teachers pass content test by EOY</p>

	and content information for those struggling to pass their tests.		
2027-28	Provide uncertified teachers with mentor support from EPP, campus mentor and Region Service Center. Quarterly meetings with uncertified teachers to monitor certification checklists, progress toward meeting timeline goals and content information for those struggling to pass their tests.	Assistant Superintendent of Curriculum Campus Principal	50% of uncertified teachers pass content test by EOY
2028-29	Provide uncertified teachers with mentor support from EPP, campus mentor and Region Service Center. Quarterly meetings with uncertified teachers to monitor certification checklists, progress toward meeting timeline goals and content information for those struggling to pass their tests.	Assistant Superintendent of Curriculum Campus Principal	75% of uncertified teachers pass content test by EOY
2029-2030	Provide uncertified teachers with mentor support from EPP, campus mentor and Region Service Center. Quarterly meetings with uncertified teachers to monitor certification checklists, progress toward meeting timeline goals and content information for those struggling to pass their tests.	Assistant Superintendent of Curriculum Campus Principal	100% of uncertified teachers pass 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: Scott Duncan Date: 2/23/26

Superintendent Signature: Byron K. Minter Date: 2/23/26