

Mabank ISD Teacher Certification Acquisition Plan

Pursuant to Tex. Educ. Code § 21.0032(a-1), Mabank Independent School District developed a plan to delay full implementation of certification requirements for teachers of record in foundation curriculum courses until the beginning of the 2029-2030 school year.

District Name: Mabank

County-District Number (CDN): 129905

Point of Contact for Plan Implementation: Assistant Superintendent – Human Resources
Henry C Tracy III (hctracy@mabankisd.net)

Board Approval Date: January 20, 2026

Date Posted to District Website: January 21, 2026

CURRENT PROGRESS ACHIEVED FROM FALL OF 2022

24 Teacher Certifications
19 Bachelor Degrees
45 Enrolled in Certification Courses
17 Enrolled in Degree Programs

Average number of new uncertified teachers hired by the district over the past three school years (2022-23, 2023-24, 2024-25)	<u>14.6</u>
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EDUCATOR PREPARATION PROGRAM PARTNERSHIPS

Name of EPP	Description of Partnership (How will the EPP support certification, training, mentorship etc.)
iTeach	Degree Audit, Enrollment, Supervision, Coursework, Exam Preparation/Approval, Field Observation and Feedback
*We also have relationships, pending MOUs, and Candidates with Teachworthy, Texas Teachers, Region 10 ESC, East Texas A&M University, and 240 Certification	

UNCERTIFIED CORE TEACHER BREAKDOWN BY GRADE LEVEL OR SUBJECT

Grade or Subject	#Uncertified	#Certified in Content But Outside Grade Level
Grade 9-12 Social Studies	2	1
Grade 9-12 Science	2	1
Grade 9-12 Math	3	3
Grade 9-12 English	0	1
Grade 7-8 Social Studies	0	0
Grade 7-8 Science	1	1
Grade 7-8 Math	1	0
Grade 7-8 English	0	0
Grade 5-6 Social Studies	2	1
Grade 5-6 Science	2	0
Grade 5-6 Math	2	1
Grade 5-6 English	3	1
Kinder-4 (3 Campuses)	35	0
Total	53	10
63 Total		

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 by 25%	Offer one on one certification meetings; assign mentor and a certification liaison; Mentor Program	District HR & EPP, Curriculum Department, Campus	% uncertified teachers
2026-2027	Reduce uncertified teachers by 30%	Financial incentives, TIA, tuition reimbursement, monitor/discuss progress: GYO, TIA	Administration, Mentor Teachers	
2027-2028	Reduce uncertified teachers by 50%			
2028-2029	Achieve < 5% uncertified			
2029-2030	Full compliance (0% uncertified)	Candidate Accountability Strategic Hiring Practices	Business Department	

STRATEGIES TO SUPPORT UNCERTIFIED TEACHERS

Year	Strategy Description	Responsible Parties	Monitoring Metrics
2025-26	<p>Grow our Own Program complete with tuition reimbursements, compensation incentives, Mentor Program, Assigned Mentor and Certification Liaison to maintain current pipeline to certification</p> <p>Develop Individual certification plan for each uncertified teacher employed by the district</p>	HR Department Curriculum Department Campus Administration, Mentor Teachers Business Department	# of paras enrolled in courses Fall 2026; 100% of uncertified teachers have a written certification plan by 5/2026
2026-27	The above aforementioned strategies as well as specifying a cohort to support our uncertified teachers with study materials and a one-time stipend to pay for a successful exam	HR Department Curriculum Department Business Department	50% 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:



Date: 1-20-26

Superintendent Signature:



Date: Jan. 20, 2026