

## 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](mailto: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)	<b><u>14.6</u></b>
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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
<b>Total</b>	<b>53</b>	<b>10</b>

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 Financial incentives, TIA, tuition reimbursement, monitor/discuss progress: GYO, TIA  Candidate Accountability Strategic Hiring Practices	District HR & EPP, Curriculum Department, Campus Administration, Mentor Teachers  Business Department	% uncertified teachers
2026-2027	Reduce uncertified teachers by 30%			
2027-2028	Reduce uncertified teachers by 50%			
2028-2029	Achieve < 5% uncertified			
2029-2030	Full compliance (0% uncertified)			

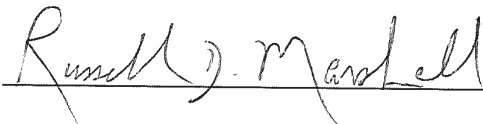
## STRATEGIES TO SUPPORT UNCERTIFIED TEACHERS

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>	<p>HR Department</p> <p>Curriculum Department Campus Administration, Mentor Teachers</p> <p>Business Department</p>	<p># of paras enrolled in courses Fall 2026;</p> <p>100% of uncertified teachers have a written certification plan by 5/2026</p>
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	<p>HR Department</p> <p>Curriculum Department</p> <p>Business Department</p>	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