

BRYSON

INDEPENDENT SCHOOL DISTRICT

300 N. McCloud - Bryson, TX 76427

940.392.3281- Fax 940.392.2086

www.brysonisd.net

Bryson ISD Plan for Requesting a Delay in Teacher Certification Requirements

Pursuant to Texas Education Code §21.003 and §21.0032, Bryson ISD is requesting a delay in the requirements to ensure full compliance with teacher certification requirements.

I. Purpose and Authority

The purpose of this plan is to establish a structured process for the District to request approval from the Texas Education Agency (TEA) to delay implementation of teacher certification requirements, as authorized by the Texas Legislature and codified in Texas Education Code (TEC), §21.003 and §21.0032.

II. Scope of the Request

This plan applies to teaching assignments for which the District has experienced documented recruitment and retention challenges and applies districtwide under a single application. This is due to Bryson ISD being a rural school district, which struggles with recruitment.

*Currently, Bryson ISD has classroom teaching working in a certification program for Kindergarten and JH English.

III. Governance and Oversight

The Superintendent serves as the authorized official to submit the application and ensure compliance. An oversight team consisting of HR, Curriculum, campus leadership, and legal counsel will support implementation.

IV. Data Collection and Eligibility Review

The District will identify affected positions using applicant data, vacancy reports, turnover trends, and staffing challenges.

V. Justification for Delay

The District will document good-faith recruitment efforts, instructional impact concerns, and alignment with student needs.

VI. Instructional Safeguards

Safeguards include supervision, mentoring, professional development, and monitoring of student outcomes.

VII. Progress Toward Certification

The District will support and monitor progress toward certification for affected teachers while also contracting with Region 9 ESC HR Services Cooperative, which provides the following services to my district:

- Participation in EPP job fairs to bring future teacher applicants to Region 9 schools
- Participation in multiple community career and job fairs to share the certification process with individuals interested in changing careers and becoming teachers
- Creation and sharing of information on the pathways to certification, which is shared on the Region 9 ESC website and also through various social media outlets
- Development of partnerships with multiple EPP programs, both traditional and ACP, with some offering a discount to Region 9 districts
- Assistance to district staff and individuals who are working through the ACP
- Assistance to district administration and staff with determining the best pathways to get individuals hired - whether working through an emergency permit, school district teaching permit, or certification waiver process

Region 9 ESC also hosts a yearly conference for all districts' students who are interested in becoming teachers. This conference provides an inspirational speaker with breakout sessions to guide students through the process while sharing things of importance throughout their journey to certification.

Region 9 ESC provides career fairs for all districts' 8th & 12th-grade students, which highlight the teaching profession during the fairs.

Bryson ISD participates in the Region 9 ESC First Year Teacher Academy, which consists of providing assistance to new teachers throughout their first year of teaching.

Bryson ISD will continue to participate in the Region 9 ESC Professional Development Cooperative that provides high-quality professional development to Vernon ISD staff that is district and campus-specific. This professional development includes assistance to guide teachers through the process to become quality teachers who stay in the profession. This assists Bryson ISD by not having to recruit as many new teachers to the district.

The District has also developed a Grow our Own Program in partnership with Weatherford College, NCTC, Grand Canyon University, Graceland (Hartwell), Western Governors, ESC11, and IteachTexas.

Bryson ISD has also implemented a Teacher CTE Program of Study to hopefully work in collaboration with our Grow our Own Program to keep students who want to be teachers local.

Bryson ISD also has a mentor program for teachers who are new to teaching, new to Bryson ISD, or who assume a new role for which they have no prior experience.

VIII. Board Communication

The Board of Trustees has been informed of the request and rationale. The Board of Trustees has approved the pursuit of this waiver and this plan at the Regular Board Meeting on February 16, 2026.

IX. Application Submission Process

The District will apply through the TEA-designated portal and retain records.

X. Compliance and Reporting

The District will comply with all conditions of approval and maintain required documentation.

XI. Contingency Plan

If denied, the District will immediately comply with certification requirements to the very best of its ability while also doing what is best for the students of Bryson ISD.

XII. Duration and Review

This plan remains in effect for the duration of the approved delay period.

XIII. Superintendent Certification

The Superintendent, Greg London, certifies accuracy and compliance.