

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

Pursuant to Tex. Educ. Code § 21.0032(a-1), Silverton 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: Silverton ISD

County-District Number (CDN): 023902

Superintendent Name & Email: Michelle Francis michelle.francis@silvertonisd.net

Point of Contact for Plan Implementation: Michelle Francis

Board Approval Date: January 20, 2026

Date Posted to District Website: January 21, 2026

Link to Posted Plan: www.silvertonisd.net

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

Reading/ELA

| | | | | | | |
|------------|------------|------------|-------------|-------------|-------------|-----------------------|
| <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 |

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> | <u>8th</u> | <u>9th</u> | <u>10th</u> | <u>11th—12th</u> 1 | <u>12th</u> | <u>Sub Total</u> 1 |

Social Studies

| | | | | | | |
|------------|------------|------------|-------------|-----------------------------|-------------|-----------------------|
| <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> 1 | <u>12th</u> | <u>Sub Total</u> 1 |

| | |
|---|------------------------------------|
| 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> 1.5% |
|---|------------------------------------|

EDUCATOR PREPARATION PROGRAM PARTNERSHIPS

| Name of EPP | Description of Partnership (How will the EPP support certification, training, mentorship etc.) |
|--|---|
| West Texas A&M University Pace Program | The program has modules that teach the candidate about best practices and pedagogy. It also supports the candidate through instructional coaching, observation, and test preparation. |

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 science and social studies by 50% | Offer accelerated certification support; track progress: GYO, TIA | District Administration | % uncertified science and social studies teachers |
| 2026-2027 | Reduce uncertified teachers in science and social studies by 100% | Offer accelerated certification support; track progress: GYO, TIA | District Administration | % uncertified science and social studies teachers |
| 2027-2028 | Achieve < 5% uncertified in foundation subjects | Offer accelerated certification support; track progress: GYO, TIA | District Administration | % uncertified foundation teachers |
| 2028-2029 | Full compliance (0% uncertified) | Offer accelerated certification support; track progress: GYO, TIA | District Administration | % uncertified teachers |

STRATEGIES TO SUPPORT UNCERTIFIED TEACHERS

| Year | Strategy Description | Responsible Parties | Monitoring Metrics |
|---------|---|-------------------------|---|
| 2025-26 | Apply for GYO to build pipeline of certified teachers | District Administration | # of paras enrolled in courses Fall 2026; |
| | Create a certification plan for all uncertified teachers employed by the district | District Administration | 50% of uncertified teachers have a written certification plan by 5/2026 |
| 2026-27 | Create a cohort to support our uncertified teachers with study materials and a one-time stipend to pay for exam | District Administration | 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:  **Date:** 1-20-26

Superintendent Signature: Michelle Francis **Date:** 1-20-26