

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 Create a certification plan for all uncertified teachers employed by the district	District Administration District Administration	# of paras enrolled in courses Fall 2026; 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:  Date: 1-20-26