

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

Pursuant to Tex. Educ. Code § 21.0032(a-1), [Port Arthur Independent School District](#) 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.

Must be submitted no later than March 2, 2026

District Name: Port Arthur Independent School District

County-District Number (CDN): 043-901

Superintendent Name & Email: Dr. Mark Porterie, mporterie@paisd.org

Point of Contact for Plan Implementation: Dr. Erica Seastrunk, Executive Director of HR,
erica.seastrunk@paisd.org

Board Approval Date: January 22, 2026

Date Posted to District Website: January 29, 2026

Link to Posted Plan: <https://www.paisd.org/departments/human-resources>

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

Grade or Subject	# of Uncertified Teachers
Kindergarten	15
1st Grade	17
2nd Grade	12
3rd Grade	11
4th Grade	12
5th Grade	9
Secondary Math	10

Secondary Social Studies	18
Secondary Science	12
Secondary ELAR	15

Average number of new uncertified teachers hired by the district over the past three school years (2022-23, 2023-24, 2024-25)	<u>110</u>
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EDUCATOR PREPARATION PROGRAM PARTNERSHIPS

Name of EPP	Description of Partnership (How will the EPP support certification, training, mentorship etc.)
Region 5 Education Service Center	Region 5 ESC will partner with Port Arthur ISD to support uncertified teachers through a TEA-approved alternative certification pathway. The partnership will provide targeted certification coursework, content-area test preparation, professional development aligned to the Texas Essential Knowledge and Skills (TEKS), and ongoing program monitoring. Region 5 ESC will collaborate with district leadership to align certification timelines with instructional assignments and ensure compliance with state requirements.
Texas Teachers of Tomorrow	Texas Teachers of Tomorrow will support Port Arthur ISD by offering a flexible, TEA-approved alternative certification program designed for working educators. The program provides online coursework, structured mentorship, exam preparation resources, and individualized progress monitoring. This partnership supports timely certification completion while allowing teachers to maintain full-time instructional responsibilities.

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 Elementary Certification & Secondary Reading/ELA by 25%	Develop Individual certification plans; Implement Reading/ELA & EC-6 cohorts; Require EPP enrollment; Assign campus-based mentors; paid Teacher residency program	District HR & EPP	Uncertified Elementary Teachers and Secondary Reading/ELA reduced by 25%

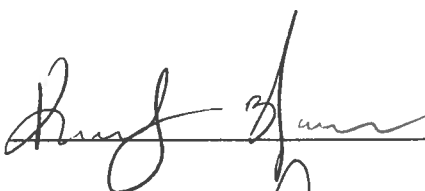
2026-2027	Reduce uncertified teachers in Math by 50%	Implement Math cohorts; targeted test prep; residency placement	HR, Curriculum & Instruction	Uncertified Secondary Math Teachers reduced by 50%
2027-2028	Reduce uncertified teachers in Science & Social Studies by 50%	Subject-specific cohorts; residency placements; exam support	HR, Curriculum & Instruction	Uncertified Secondary Science & Social Studies reduced by 50%
2028-2029	Achieve < 5% uncertified in foundation subjects	Intensive intervention plans; compliance audits	HR, Superintendent	Uncertified teachers in foundation subjects <5%
2029-2030	Full compliance (0% uncertified)	Sustain pipeline; continuous monitoring	HR, Superintendent	0 uncertified teachers

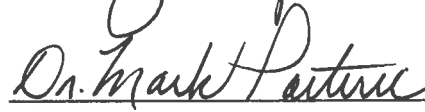
STRATEGIES TO SUPPORT UNCERTIFIED TEACHERS

Year	Strategy Description	Responsible Parties	Monitoring Metrics
2025-2026	Apply for Grow Your Own (GYO) and paid residency programs to build an internal pipeline of certified teachers	HR Director	Number of paraprofessionals enrolled; residency placements
	Create an individualized certification plan for all uncertified teachers employed by the district	Asst Superintendent of Curriculum & Instruction	100% of plans completed by May 2026
2026-2027	Establish content-area certification cohorts (Math priority)	HR, Curriculum & Instruction	50% pass rate on content certification exams by end of year
2027-2028	Expand certification cohorts to Science and Social Studies; increase residency placements in high-need areas	HR, Curriculum & Instruction	50% reduction in uncertified Science and Social Studies teachers
2028-2029	Implemented targeted intervention plans for remaining uncertified teachers; conduct districtwide compliance review	HR, Superintendent	Districtwide uncertified rate reduced to <5%
2029-2030	Sustain certification pipelines and ongoing monitoring to maintain full compliance	HR, Superintendent	0 uncertified teachers; 100% certified workforce

Attestation:

The district board of trustees has reviewed and approved this plan for meeting statutory teacher certification requirements.

Board President Signature:  Date: 1-22-2026

Superintendent Signature:  Date: 01-22-2026