

**Sulphur Springs Independent School District Plan for Meeting  
Teacher Certification Requirements  
by School Year 29-30**

*Pursuant to Tex. Educ. Code § 21.0032(a-1), Sulphur Springs 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.*

**Must be submitted no later than March 2, 2026**

District Name: Sulphur Springs ISD

County-District Number (CDN): 112901

Superintendent Name & Email: Dr. Deana Steeber @ Dsteerber@ssisd.net

Point of Contact for Plan Implementation: Shawn Duhon – Deputy Superintendent

Board Approval Date: Monday, February 9, 2026

Date Posted to District Website: Tuesday, February 11, 2026

Link to Posted Plan: [www.ssisd.net](http://www.ssisd.net)

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

Grade or Subject	# of Uncertified Teachers
1st Grade	1
2nd Grade	0
3rd Grade	0
4th Grade	0
5th Grade	0
Middle School ELAR	2
Middle School Math	1
Middle School Science	0
Middle School Social Studies	0
High School Math	2
High School Science	4

High School ELA	0
High School Social Studies	2

Average number of new uncertified teachers hired by the district over the past three school years (2022-23, 2023-24, 2024-25)	<b>AVERAGE</b> 6
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### EDUCATOR PREPARATION PROGRAM PARTNERSHIPS

Name of EPP	Description of Partnership (How will the EPP support certification, training, mentorship etc.)
East Texas A&M-Commerce	The EPP will first ensure that the candidates understand the various certification pathways. Once determined, they help the candidate set a realistic timeline. Finally, they support candidates with coursework, field experience and exam readiness so they are successful through each phase of the program.
iTeach	The EPP support provided will assist the candidate progress through the program at an appropriate pace. The EPP will also support the candidate to ensure completion of the coursework and the internship process by providing coaching and feedback.
Teach Worthy	The EPP will provide researched based proven strategies to assist the candidate through certification program and how to connect with student's hearts and minds. Provides real classroom experiences for candidates thru training and mentorship
A Plus Certification	The EPP will provide the candidate with 300 hours of coursework, 30 hours of field work along with 3 45 minute supervisory observations for support. Individual mentor's provided to candidate based on subject content
240 Alt Cert	The EPP will assign a Personal Advisor to ensure the candidate starts strong and stays on track with coursework & curriculum. A self paced designed coursework to prepare for exams and the classroom setting. EPP will also assign a Field Supervisor to provide feedback after classroom observations and regular check ins to ensure every requirement is met in order to apply for standard certification

## 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 K-5 foundation courses (reading/math)	*Provide information to uncertified teachers about the various pathways for certification *assign mentor *track progress: *Continue to participate in TIA	District HR & EPP	1% uncertified reading/math teachers in K-5
2026-2027	Eliminate uncertified teachers in K-5 foundation courses (reading/math)	*Provide information to uncertified teachers about the various pathways for certification *assign mentor *track progress: *Continue to participate in TIA	District HR & EPP	100% certified teachers in K-5 foundation courses in reading and math
2027-2028	Expand to ALL grade levels for 4 core subjects- ELA, Math, Science and Social Studies	*Provide information to uncertified teachers about the various pathways for certification *assign mentor *track progress: *Continue to participate in TIA	District HR & EPP	10% uncertified Science & Social Studies teachers
2028-2029	Achieve < 5% or Full compliance of 0 uncertified in foundation subjects	*program progress will be tracked and candidates will be held to milestones *continue to actively seek qualified candidates *mentors continue to provide support and coaching to ensure successful completion of their program	District HR & EPP	< 5% - 0 uncertified in foundation subjects



## STRATEGIES TO SUPPORT UNCERTIFIED TEACHERS

Year	Strategy Description	Responsible Parties	Monitoring Metrics
2025-2026	Continue support and direct communication with EPP and teacher candidate to ensure track/plan for completion  Create a certification plan for all uncertified teachers employed by the district	HR Specialist  Deputy Superintendent of HR	100% of uncertified teachers have a written certification plan by 5/2026
2026-2027	Assign coverage and provide allocated time for uncertified teachers to work through coursework	HR Specialist, Deputy Superintendent & Campus Admin	75% of uncertified teachers pass content test by EOY
2026-2027	Provide opportunities to attend test prep sessions and support needed to complete coursework and passing cert test	HR Specialist, Deputy Superintendent & Campus Admin	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: \_\_\_\_\_

*Craig Roberts*

Date: 2/9/2026

Superintendent Signature: \_\_\_\_\_

*[Signature]*

Date: 2/9/26