



1310 N. Elm Street | Sweeny, Texas 77480

## **Delay of Teacher Certification Requirements**

### **Sweeny ISD: Teacher District of Innovation Phase Out Plan**

#### **Implementation Timeline: 2026-2029**

#### **Purpose**

The purpose of this plan is to ensure that Sweeny ISD teachers are appropriately certified in alignment with state requirements by the start of the 2029–2030 academic year. The plan outlines the district's strategies, partnerships, and timelines to systematically reduce the number of uncertified teachers—particularly in foundational core content areas such as Math, English Language Arts and Reading (ELAR), Science, and Social Studies—and to support a sustainable, certified teacher workforce.

These changes are guided by recent legislative updates under HB 2, specifically the addition of TEC §21.0032, which limits districts' ability to include exemptions from certain certification requirements under TEC §21.003 within District of Innovation (DOI) plans.

#### **Current Status**

The current percentage of non-certified teachers is 9%. Sweeny ISD employs a total of 135 teachers; 12 of these teachers (9%) are uncertified and are on a Local Agreement according to the District of Innovation Plan (DOI). 7 of these teachers (5%) (3 elementary and 4 secondary) are teaching in foundational core content areas.

Providing the Educational Advantage Since 1912

Terri Watkins, Interim Superintendent of Schools

Administrative Offices: (979) 491-8000 District Fax (979) 491-8030

## **Annual Reduction Targets**

The District will decrease the number of uncertified teachers in foundational core areas by 25% or 2 teachers, annually, with full compliance achieved by the 2029-2030 school year.

- 2025-2026: Uncertified fundamental core area teacher = 7 total uncertified teachers
- 2026-2027: Reduce uncertified core teachers by 25% = 5 total remaining uncertified teachers
- 2027-2028: Reduce uncertified core teachers by 50% = 3 total remaining uncertified teachers
- 2028-2029: Reduce uncertified core teachers by 75% = 1 total remaining uncertified teacher
- 2029-2030: 100% Certified Teachers of Record = 0 total remaining uncertified teachers

## **Strategies for Uncertified Teachers and the District**

All DOI teachers are currently enrolled and actively participating in an approved Educator Preparation Program (EPP). The district will continue to partner with Teachworthy, iTeach Texas, Texas Teachers of Tomorrow, and Region IV to support certification completion.

Human Resources will conduct and verify progress and compliance at the beginning and middle of the school year. Teachers not on track to complete certification will be subject to reassignment or release.

The District will prioritize hiring certified candidates when available. Long-term retention of certified teachers through Texas Retention Allotment and Teacher Incentive Allotment will continue.

## **Conclusion**

Sweeny ISD is committed to achieving full certification compliance by the 2029-2030 school year. This plan ensures all students are taught by qualified, certified educators.