

Shiner Independent School District Certification Transition Plan

School Years: 2025-26 through 2029-30

Purpose and Legislative Authority

Shiner Independent School District (SISD) is committed to ensuring that all students are instructed by appropriately certified teachers in compliance with the Texas Education Code (TEC), Chapter 21, and House Bill 2 (89th Texas Legislature).

This Certification Transition Plan outlines SISD's structured approach to transitioning currently uncertified teachers into full certification while maintaining instructional continuity and meeting all legislative and Texas Education Agency (TEA) requirements.

Current Staffing Overview

During the 2025–2026 school year, SISD employs 0 uncertified teachers in foundation curriculum courses, including:

- English Language Arts and Reading
- Mathematics
- Science
- Social Studies

These staffing challenges are attributable to:

- Statewide teacher shortages, particularly in high-need certification areas
- Recruitment challenges common to rural and coastal districts
- Limited availability of certified candidates in specialized content areas

SISD remains committed to reducing reliance on uncertified teachers through intentional recruitment and certification support.

Certification Transition Commitment

SISD affirms that:

- All uncertified teachers assigned to foundation curriculum courses are actively enrolled in or will enroll in a TEA-approved Educator Preparation Program (EPP) within one academic year of hire.

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- The district will not indefinitely employ uncertified teachers in foundation curriculum roles.
- SISD will achieve full certification compliance by the 2029–2030 school year, in alignment with HB 2 implementation timelines.

Educator Preparation Program (EPP) Partnerships

SISD partners with TEA-approved Educator Preparation Programs, which include:

- Texas A&M University - Victoria
- Teachers of Tomorrow

These EPPs provide:

- Flexible alternative certification pathways
- Content and pedagogy exam preparation
- Mentoring and supervision
- Coursework designed to support working educators

Individual Teacher Transition Pathways

Each uncertified teacher employed by SISD will have an individualized certification transition plan, which includes:

- Identified certification area(s)
- Required content and pedagogy exams
- EPP enrollment verification
- Expected certification completion timeline
- Assigned campus or district mentor

Anticipated Certification Timeline:

- Year 1: EPP enrollment and content exam preparation
- Year 2: Completion of pedagogy coursework and certification exams
- Year 3 (if applicable): Completion of remaining requirements and issuance of a standard certificate

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District Supports and Incentives

To support uncertified teachers in completing certification requirements, SISD will provide:

- Assistance accessing state exam fee waivers or reimbursements, when available
- Access to district-approved certification test preparation resources
- Assignment of instructional mentors or instructional coaches
- Scheduling flexibility, when feasible, to accommodate required coursework and observations

SISD will also assist eligible teachers in accessing state-funded incentives authorized under HB 2.

Monitoring and Accountability

The district will monitor certification progress through:

- Semester reviews of EPP enrollment and exam attempts
- Documentation of progress toward certification milestones
- Annual reporting to the SISD Board of Trustees

Teachers who do not demonstrate reasonable and timely progress toward certification may be reassigned or may not continue in a foundation curriculum teaching role.

Parent Notification Compliance

In compliance with TEC §21.057, SISD will provide written notification to parents when a teacher is assigned to a classroom outside of their certification area or is uncertified for more than 30 consecutive instructional days, as required by law.

Timeline for Full Compliance

<u>School Year</u>	<u>Certification Goal</u>
2025–2026	All uncertified teachers enrolled in EPPs

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| 2026-2027 | No uncertified teachers assigned to K-5 reading or math |
| 2027-2028 | Continued reduction of uncertified teachers in the remaining core areas |
| 2029-2030 | Full certification compliance in all foundation curriculum courses |

Superintendent Signature: _____

Board President Signature: _____

Date: _____

Board Approval and Public Posting

This Certification Transition Plan was approved by the Shiner ISD Board of Trustees on 2/11/26 and will be posted publicly on the district website in accordance with TEA requirements.