



# BRIDGEPORT

## INDEPENDENT SCHOOL DISTRICT

### **District Plan for Meeting Teacher Certification Requirements**

**Compliance Target: Prior to the 2029-2030 Academic Year**

#### **Purpose & Statutory Alignment**

This plan outlines Bridgeport Independent School District's strategy to meet teacher certification requirements mandated by the Texas Education Code and Texas Education Agency guidance under House Bill 2. By establishing a clear timeline and comprehensive framework, the district aims to eliminate the use of uncertified teachers by the 2029-2030 school year while ensuring instructional continuity and professional support for current staff.

This plan was developed using district-level data from the Newly Certified and New Teacher Hires Dashboard and the Uncertified Teachers by District/School system Report, as recommended by TEA.

#### **Current Context**

Bridgeport ISD currently employs 26 uncertified teachers, primarily in the elementary grades and hard-to-fill subject areas. Each of these educators is actively pursuing their certification while instructing our students, as is a prerequisite of Bridgeport ISD when hiring an uncertified teacher. The district is committed to supporting these educators through structured certification programs while simultaneously strengthening our recruitment pipelines for fully certified teachers.

#### **Goals**

The district has established the following goals:

- 1 - Reduce the number of non-certified teachers each year.
- 2 - Reduce the amount of time a non-certified teacher takes to complete the courses, supporting teachers who need to take certification tests with targeted training, aiming towards a higher pass rate on the first attempt.
- 3 - Achieve full compliance with the teacher certification requirements prior to the 2029-2030 school year.

#### **Timeline for Compliance**

2025-2026 - Reduce non-certified teachers by 25%

2026-2027 - Reduce non-certified teachers by 50%

2027-2028 - Reduce non-certified teachers by 75%

2028-2029 - All teaching staff certified by March 1, 2029.

## Strategies to Support Certification

1 - Educator Preparation Program (EPP) Partnerships - Bridgeport ISD partners with several TEA-approved EPPs to support non-certified teachers.

- ECAP (Education Career Alternatives Program)
- iTeach Texas
- GoTeach11 - ESC Region 11 Service Center EPP

2 - Individual Certification Plan

- Goal-setting for completing the modules and testing required by the program
- Specialized training/support on certification area for testing purposes
- Mentorship from certified, trained mentor teachers

3 - District Support Structure

- Monthly goal meetings to check the progress of the candidate
- Assistance with specific certification area content training

## Recruitment and Pipeline Development

Bridgeport ISD is committed to reducing the number of non-certified teachers through rigorous recruitment efforts. Each year, the district will commit to the following steps:

- **Expand collegiate recruitment** efforts to attract high-quality, certified teaching candidates directly from university programs.
- **Prioritize certified applicants** by maintaining active job postings and exhausting all qualified, certified leads before considering non-certified alternatives.

## Monitoring and Review

- **Monitor and evaluate** candidate progress within Educator Preparation Programs (EPP), implementing dismissal procedures for those failing to meet established completion milestones.
- **Monitor** updated data from TEA dashboards and reports.

Adjustments to the strategies will be based on the identified needs of the non-certified candidates and staffing requirements as relevant to the enrollment of Bridgeport ISD.