

## Agua Dulce Independent School District

One Longhorn Drive

PO Box 250

Agua Dulce, Texas 78330

<https://www.adisd.net>



# District Plan to Meet Teacher Certification Requirements

**Compliance Deadline: August 2029 (Start of 2029–2030 School Year)**

## I. Commitment

The District will ensure that 100% of classroom teachers meet statutory certification requirements prior to the 2029–2030 academic year. Annual reduction targets and structured support systems will ensure full compliance.

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## II. Baseline (2025–2026)

Current districtwide percentage of uncertified or out-of-field teachers: 25%

Highest-need areas:

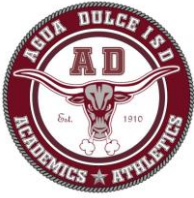
- Secondary Math
  - Secondary Science
  - Special Education
  - ESL/Bilingual
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## III. Annual Reduction Targets

School Year	Target Outcome
2026–2027	Reduce uncertified rate by 25%
2027–2028	Reduce by 50% from baseline
2028–2029	≤3% uncertified (only documented shortage areas)
2029–2030	100% certified and assignment compliant

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## IV. Strategy 1: Support Current Uncertified Teachers



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**Goal:** 90% enrolled in certification programs by Fall 2026.

Actions:

- Conduct credential audit and develop Individual Certification Plans.
  - Provide tuition reimbursement and exam fee support.
  - Offer district-based certification cohorts through an EPP partner such as A Career in Teaching.
  - Implement certification test-prep workshops.
  - Assign certified mentor teachers and track quarterly progress.
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## V. Strategy 2: Strengthen Hiring Practices

Beginning 2027–2028:

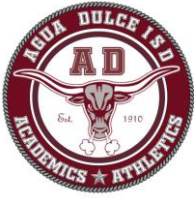
- Prioritize fully certified candidates.
  - Limit emergency or temporary licenses to documented shortage cases.
  - Offer targeted signing incentives for high-need subjects.
  - Implement early hiring cycles to secure certified candidates.
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## VI. Strategy 3: Build Sustainable Teacher Pipelines

1. **Grow-Your-Own (Launch 2026)**
    - Support paraprofessionals in earning certification.
    - Annual cohort model with tuition assistance.
  2. **Residency Program (Launch 2027)**
    - Paid co-teaching year while completing certification.
    - Multi-year service commitment.
  3. **Teacher Certification Program Partnership**
    - Formalize placement agreements with at least EPP partner.
    - Expand student teaching and clinical placements within district schools.
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## VII. Monitoring & Accountability

- Quarterly certification status review.



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- Annual Board update.
  - Hiring compliance audit each spring.
  - Final compliance review by March 2029.
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## VIII. Expected Outcome

By August 2029:

- All teachers will hold appropriate certification aligned to assignment.
- The District will maintain a sustainable pipeline reducing reliance on uncertified hires.
- Ongoing monitoring will prevent future noncompliance.