



Maypearl Independent School District

TRADITION – PRIDE - PURPOSE

Application for Delay of Teacher Certification Requirements Interim Superintendent: Cristin Votaw

Purpose and Overview

Maypearl ISD is dedicated to educational excellence, ensuring every student is supported by appropriately certified and highly qualified educators. In alignment with Texas Education Agency (TEA) mandates, the district is committed to a transition period that culminates in 100% teacher certification prior to the start of the 2029-2030 academic year.

This plan outlines our strategic roadmap, internal support systems, and external partnerships designed to systematically reduce the number of uncertified staff. By establishing clear benchmarks and robust mentorship, Maypearl ISD will strengthen our talent pipeline and ensure full regulatory compliance.

District Certification Outlook

Data as of January 2026

Campus Level	Total Teachers	Uncertified Staff	% Uncertified
Elementary (K–4)	31	0	0%
Middle School (5–8)	23	2	9%
High School (9–12)	30	1	3%
District Totals	84	3	4%

Annual Reduction Targets

Maypearl ISD aims for an aggressive yet sustainable reduction in uncertified personnel. To ensure full compliance one year ahead of the state deadline, we have established the following targets:

- **Current Baseline (Jan 2026):** 4% uncertified staff.
- **Annual Goal:** Decrease uncertified staff by 1% each school year.
- **Final Goal:** 100% compliance by the 2029-2030 school year.

Strategic Initiatives

Strategy One: Individualized Teacher Support & Accountability

We believe that supporting our current staff is the most effective way to reach our goals. Maypearl ISD will provide a structured pathway for every non-certified educator.

1. **Certification Achievement Plans (CAP):** Every uncertified teacher will maintain a written CAP requiring:
 - Verified enrollment in an approved Educator Preparation Program (EPP).



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- Specific milestones for TExES exam completion.
- Semester-based progress monitoring with district leadership.
- 2. **Proactive HR Consultations:** The Human Resources department will conduct check-ins every other month to navigate TEA requirements and troubleshoot certification barriers.
- 3. **Instructional Mentorship:** Uncertified teachers will be paired with District Instructional Coaches. This partnership ensures that while teachers work toward certification, their current classroom instruction remains high-quality through coaching every other week.
- 4. **Performance Accountability:** Continued employment and contract renewal are contingent upon teachers meeting the specific deadlines outlined in their individual CAP.

Strategy Two: Strategic EPP Partnerships

Maypearl ISD maintains formal relationships with leading Educator Preparation Programs to streamline the certification process. We receive regular progress reports from:

- Region 10 ESC Alternative Certification Program
- iTeach Texas
- Texas Teachers of Tomorrow
- Teachworthy
- ECAP

Strategy Three: The Panther Pipeline (Recruitment)

To reduce future reliance on certification delays, Maypearl ISD will cultivate internal talent and expand our reach:

- **"Grow Our Own":** Providing pathways and incentives for district paraprofessionals and substitutes to enroll in EPPs.
- **Signature Recruitment Events:** Hosting annual Maypearl ISD Job Fairs to attract pre-certified candidates.
- **Digital Branding:** Utilizing our website and social media to highlight the benefits of teaching in Maypearl.

Strategy Four: Compliance and Monitoring

The Human Resources department will serve as the central hub for data integrity, ensuring:

- Accurate and timely filing of all state permits.
- Immediate transition from emergency permits to standard certification upon completion.
- Continuous auditing of staff credentials to prevent lapses.