

Delay of Teacher Certification Requirements Application

Pursuant to Texas Education Code, §21.0032 (a-1), Academy ISD respectfully requests approval to delay the full implementation of certification requirements for teachers of record in foundation curriculum courses until the beginning of the 2029-2030 school year.

Superintendent	Board President	Contact for Application
Darla Nolen darla.nolen@academyisd.net 254-982-4304	Calvin Eshbaugh calvin.eshbaugh@academyisd.net 254-982-4304	Calvin Itz, Assistant Superintendent calvin.itz@academyisd.net 254-982-4304

Summary of Uncertified Teaching Assignments

Number of currently assigned teachers of record in foundation curriculum course without an appropriate certificate or permit	Total: 9
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Reading

K (1)	1 (2)	2	3	4	5	6
7	8	9	10	11	12	

Mathematics

K	1	2	3	4	5 (.5)	6
7	8	9	10	11	12	

Science

K	1	2	3	4	5 (.5)	6
7	8	9	10	11 (1)	12	

Social Studies

K	1	2	3	4	5	6 (1)
7 (1)	8 (1)	9 (1)	10	11	12	

Educator Preparation Program Partnership

Academy ISD has a collaborative partnership with Teachworthy (EPP) who will partner with the staff member throughout their time in the certification program. Classroom observations, walkthroughs, mentor teachers, utilization of the Educational Service Center (ESC) are all tools that will be utilized toward supporting teacher certification.

Timeline & Strategic Plan for Transition to Compliance

Responsible parties include District Administration, Campus Principals, and Teachworthy

Academic Year	Target for Uncertified New Hires	Strategies for Success
2025-2026	6 % - Current baseline	Starting percentage based on current foundation teachers in Academy ISD.
2026-2027	4% of foundation teachers	Mandatory enrollment in a TEA-approved certification pathway within 30 days of hire for all uncertified teachers assigned to foundation curriculum courses.
2027-2028	3% of foundation teachers	Administrators will meet for progress monitoring meetings with each uncertified teacher to review certification progress and develop a roadmap outlining required timelines in route to certification. Implement campus-level supports, including scheduling considerations, to promote retention and certification success.
2028-2029	2% of foundation teachers	
2029-2030	0 % of foundation teachers	Compliance Achieved: Only certified candidates will be hired for Foundation Curriculum courses.

Board Approval

Date of Board of Trustees approval of plan	Link to board meeting agenda and posted approved plan on district website
2/25/2026	https://meetings.boardbook.org/Public/Organization/2299 https://www.academyisd.net/employment

Certification of Accuracy

I hereby certify that the information contained in this application is true and correct to the best of my knowledge.

Superintendent Signature: _____



Name: Darla Nolen

Title: Superintendent

Date: 2/25/2026

Board President Signature: _____



Name: Calvin Eshbaugh

Title: Board President

Date: 2/25/2026