

East Bernard Independent School District Certification Transition Plan

School Years: 2025–2026 through 2029–2030

Purpose and Legislative Authority

East Bernard Independent School District (EBISD) 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 EBISD'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, EBISD employs eight uncertified teachers in foundation curriculum courses, including English Language Arts and Reading, Mathematics, Science, and Social Studies.

These staffing challenges are attributable to:

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

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

Certification Transition Commitment

EBISD 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.

The district will not indefinitely employ uncertified teachers in foundation curriculum roles.

EBISD will achieve full certification compliance by the 2029–2030 school year, in alignment with HB 2 implementation timelines.

Educator Preparation Program (EPP) Partnerships

EBISD partners with TEA-approved Educator Preparation Programs, which include: Region IV ESC: Inspire Texas, and 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 EBISD 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

District Supports and Incentives

- To support uncertified teachers in completing certification requirements, EBISD 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

EBISD 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 EBISD 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, EBISD 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

<i>School Year</i>	<i>Certification Goal</i>
2025-2026	All currently employed uncertified teachers enrolled in EPPs
2026-2027	No more than 10% of total K-5 teachers will be uncertified and assigned to K-5 reading or Math; new hires will enroll in EPP upon hiring; current teachers must continue the EPP process
2027-2028	Continued reduction of uncertified teachers in the remaining core Areas; Maintaining no more than 10% uncertified teachers of the total district teaching staff in all core areas
2029-2030	Full certification compliance in all foundation curriculum courses

Superintendent Signature: Candace Hines

Board President Signature: RLH

Date: 4/13/26

Board Approval and Public Posting

This Certification Transition Plan was originally approved by the EBISD Board of Trustees on March 2, 2026. After review of the plan and current staff analysis, the plan was edited, resubmitted to the Board for consideration, and approved by the East Bernard ISD Board of Trustees on April 13, 2026. The plan will be posted publicly on the district website in accordance with TEA requirements.

