

District Plan for Meeting Teacher Certification Requirements by School Year 29-30

Pursuant to Tex. Educ. Code § 21.0032(a-1), Highland ISD has created a plan 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.

Must be submitted no later than March 2, 2026

District Name: Highland ISD

County-District Number (CDN): 177905

Superintendent Name & Email: Steven Pyburn, spyburn@highland.esc14.net

Point of Contact for Plan Implementation: Morgan Martin

Board Approval Date: February, 23, 2026

Date Posted to District Website: February 25, 2026

Link to Posted Plan: <https://aptg.co/skMgjc>

UNCERTIFIED TEACHERS BREAKDOWN BY GRADE LEVEL AND/OR SUBJECT

AREA:

Reading/ELA

<u>K</u>	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>6th</u>
<u>7th</u>	<u>8th</u>	<u>9th</u>	<u>10th</u>	<u>11th</u>	<u>12th</u>	<u>Sub Total</u> 0

Mathematics

<u>K</u>	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>6th</u>
<u>7th</u>	<u>8th</u>	<u>9th</u>	<u>10th</u>	<u>11th</u>	<u>12th</u>	<u>Sub Total</u> 0

Science

<u>K</u>	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>6th</u> 1
<u>7th</u>	<u>8th</u>	<u>9th</u>	<u>10th</u>	<u>11th</u>	<u>12th</u> 1	<u>Sub Total</u> 2

Social Studies

<u>K</u>	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>6th</u> 1
<u>7th</u> 1	<u>8th</u>	<u>9th</u> 1	<u>10th</u> 1	<u>11th</u>	<u>12th</u>	<u>Sub Total</u> 1 - The teacher is the same for each subject.

Average number of new uncertified teachers hired by the district over the past three school years (2022-23, 2023-24, 2024-25)	<u>Total</u> <u>Avg. 1</u>
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EDUCATOR PREPARATION PROGRAM PARTNERSHIPS

Name of EPP	Description of Partnership <small>(How will the EPP support certification, training, mentorship etc.)</small>
Region 14 ESC	The EPP will work in conjunction with the district to provide structured coursework, mentoring, exam prep, field supervision, and ongoing compliance monitoring to ensure participants meet all state certification requirements within the established time.

TIMELINE & STRATEGIC PLAN FOR TRANSITION TO COMPLIANCE

Year	Goals	Key Strategies to reduce uncertified teachers & build pipeline.	Responsible Parties	Monitoring Metrics
2025-2026	Maintain number of certified teachers in reading/ELA by 100%.	TIA requirements	Campus Principal	0% Uncertified Teachers in ELAR/reading.
2026-2027	Maintain number of certified teachers in math by 100%.	TIA requirements	Campus Principal	0% Uncertified Teachers in Math.
2027-2028	Reduce uncertified teachers in social studies by 100%.	Offer accelerated certification through EPP, assign mentor	Principal	0% Uncertified Social Studies teachers.

		teacher, meet with teachers quarterly to go over plan of action for certification.		
2028-2029	Reduce uncertified teachers in science by 100%.	Offer accelerated certification through EPP, assign mentor teacher, meet with teachers quarterly to go over plan of action for certification.	Principal	0% Uncertified science teachers.
2029-2030	Full compliance (0% uncertified)	Full Compliance	Full Compliance	Full Compliance

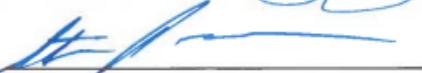
STRATEGIES TO SUPPORT UNCERTIFIED TEACHERS

Year	Strategy Description	Responsible Parties	Monitoring Metrics
2025-26	Create a certification plan for all uncertified teachers employed by the district	Campus Principal	100% of uncertified teachers have a written certification plan by May, 2026
2026-27	Continue to monitor and support teacher certification	Campus Principal	50% of uncertified teachers pass content test by EOY
2027-28	Continue to monitor and support teacher certification	Campus Principal	100% of uncertified teachers pass content test by EOY

Attestation:

The district board of trustees has reviewed and approved this plan for meeting statutory teacher certification requirements.

Board President Signature:  Date: 2-23-26

Superintendent Signature:  Date: 2-23-26