

# TEXAS EDUCATION AGENCY: CERTIFICATION ASSURANCE PLAN (TCAP)

**District: May Independent School District (CDN: 025-905)**

**Academic Years: 2025–2026 through 2029–2030**

## I. DISTRICT COMMITMENT & VISION

May ISD is committed to ensuring that 100% of foundation curriculum teachers are fully certified by the beginning of the 2029–2030 school year. Our "Growing Tigers, Supporting Teachers" initiative prioritizes the retention of our current staff by providing financial, instructional, and logistical pathways to full state certification.

## II. CURRENT STAFFING ANALYSIS (February 2026)

Certification Status	Number of Staff	Percentage
Total Foundation Curriculum Teachers	28	100%
Fully Certified & In-Field	25	% 89
Certified but Teaching Out-of-Field	1	% 4
Uncertified (Currently Enrolled in EPP/ACP)	2	% 7

## III. APPROVED PATHWAYS TO COMPLIANCE

May ISD utilizes formal partnerships to transition uncertified staff to standard certification:

- 1. Educator Preparation Program (EPP) Partnerships:**
  - **Primary Partner:** Region 15 ESC / iTeach Texas
  - **Degree Partner:** Angelo State University / Tarleton State
- 2. Certification by Examination:**
  - The district identifies teachers assigned to out-of-field courses and provides them with **240 Tutoring** and exam fee reimbursements for their first two attempts.
- 3. Alternative Certification Support:**

- Staff with existing bachelor's degrees are placed on a 12-month binding certification track through our ACP partners.

#### IV. MANDATORY SUPPORT STRUCTURES

To ensure candidate success and classroom quality, May ISD provides:

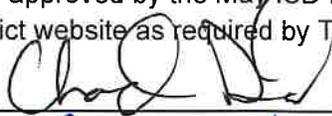
- **Assigned Mentorship:** Each uncertified teacher is paired with a veteran, certified "Tiger Mentor" for weekly coaching.
- **Instructional Release Time:** Two professional days per semester specifically for testing or EPP observations.
- **Financial Incentives:** A tiered stipend system for milestones (passing content exams and clinical teaching).

#### V. PROJECTED COMPLIANCE TIMELINE

Milestone Date	Targeted Compliance Rate	Goal Description
August 2026	85%	All current staff enrolled in an EPP or scheduled for exams.
August 2027	92%	Completion of first cohort of "Tiger-to-Teacher" GYO program.
August 2028	97%	Strategic recruitment focuses only on certified candidates.
August 2029	100%	Full compliance achieved and verified via external audit.

#### VI. ATTESTATION & APPROVAL

This plan was presented to and approved by the May ISD Board of Trustees on **01/23/2026**. It is publicly available on the district website as required by TEA guidelines.

Superintendent Signature: 

Board President Signature: 