

Delay of Certification Waiver Plan New Diana ISD

District Name: New Diana Independent School District

County-District Number (CDN): 230906

Superintendent: Carl Key, ckey@ndisd.org

Point of Contact: Ashley Zucosky, Assistant Superintendent of Curriculum & Instruction

Board Approval Date:

Date Posted to District Website:

Purpose and Legal Framework

Pursuant to Texas Education Code (TEC) §21.0032(a-1), as enacted by House Bill 2 (89th Legislature, Regular Session, 2025), New Diana ISD has developed this Teacher Certification Compliance Plan to delay full implementation of certification requirements for teachers of record in foundation curriculum courses until the beginning of the 2029–2030 school year.

TEC §21.0032 requires districts to ensure that teachers of record for foundation curriculum courses hold appropriate certification by the statutory deadline. This plan outlines New Diana ISD's intentional, phased approach to meeting full compliance while maintaining instructional continuity and supporting current educators through certification pathways.

District Commitment

New Diana ISD is committed to ensuring that all students receive high-quality instruction delivered by appropriately certified educators. The district will fully phase out the use of uncertified teachers in foundation curriculum assignments by the start of the 2029–2030 school year.

To accomplish this, the district will:

- Limit the hiring of uncertified teachers whenever possible
- Provide structured supports for currently uncertified teachers
- Partner with approved Educator Preparation Programs (EPPs)
- Monitor progress annually and adjust strategies as needed

This plan reflects New Diana ISD's belief that supporting educators through certification strengthens instructional quality, teacher retention, and long-term district capacity.

Uncertified Teacher Data (2025–2026 School Year)

Grade Level / Subject Area	Total Teachers	Uncertified Teachers	% Uncertified	EPP Partner(s)
Elementary Core (K–5)	34	2	5%	iTeachTexas
Secondary Core (6–12)	32	1	3%	Impact ETX
Total Core Curriculum	66	3	4.5%	—

Summary:

As of the 2025–2026 school year, New Diana ISD employs three uncertified teachers in foundation curriculum assignments, representing a small percentage of total core instructional staff. These educators are actively supported through approved certification pathways and targeted district supports.

Hiring Trends for Uncertified Teachers

School Year	New Foundation Hires	New Non-Foundation Hires	Total New Uncertified Hires
2023–2024	1	0	1
2024–2025	0	2	2
2025–2026	3	2	5
3-Year Average	1.33	1.33	2.66

Summary:

New Diana ISD has historically limited the hiring of uncertified teachers and anticipates continued reduction through improved recruitment strategies, early hiring timelines, and expanded partnerships with certification programs.

Monitoring and Reporting

New Diana ISD will monitor implementation of this plan through:

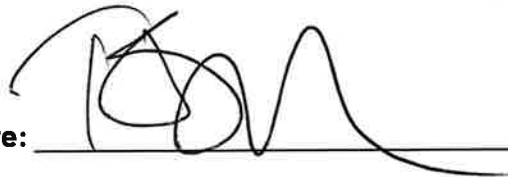
- Quarterly review of uncertified teacher data
- Verification of EPP enrollment and certification milestones
- Documentation of hiring practices
- Ongoing reporting to district leadership and the Board of Trustees

Board Approval and Attestation

This plan was reviewed and approved by the Board of Trustees of New Diana ISD in an open meeting on Feb 9, 2024. The Board authorizes the Superintendent or designee to implement the strategies outlined in this plan to ensure full compliance with TEC §21.0032.

Board President Signature: _____

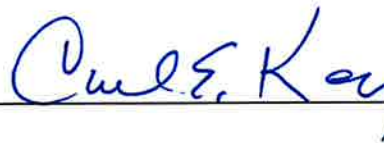
Date: _____



2/9/24

Superintendent Signature: _____

Date: _____



2-10-2024

Educator Preparation Program (EPP) Partnerships

EPP Name	Description of Partnership
iTeachTexas	Provides alternative certification pathways, coursework, test preparation resources, and mentoring support for elementary educators pursuing certification.
Impact ETX	Supports secondary educators through certification coursework, content-area preparation, and mentorship aligned to state certification requirements.

These partnerships ensure that uncertified teachers have access to structured pathways toward certification while maintaining instructional effectiveness.

Strategic Action Plan for Uncertified Staff

School Year	Target Reduction Goal	Key Strategies	Responsible Parties
2025-2026	Baseline year	Identify uncertified staff; enroll in EPPs; assign mentors; provide testing timelines	District Admin, Campus Principals
2026-2027	Reduce by ~25%	Limit new uncertified hires; monitor certification progress; provide exam support	HR, C&I, Principals
2027-2028	Reduce by ~50%	Require demonstrated progress; targeted test-prep and coaching	HR, C&I, Principals
2028-2029	Reduce by ~75%	Finalize certification for remaining staff; contingency hiring plans	Superintendent, HR
2029-2030	100% certified	Full compliance with TEC §21.0032	District Leadership

Progress toward certification will be reviewed quarterly, with adjustments made as needed to ensure compliance by the statutory deadline.