

Seguin ISD: Teacher Certification Transition Plan (2025–2030)

Board Approval Date: 02/24/2026

I. Purpose and Statutory Context

In accordance with **House Bill 2 (89th Legislature)** and **Texas Education Code §21.0032**, Seguin ISD is submitting this plan to delay full compliance with teacher certification requirements for foundation curriculum courses (English Language Arts, Mathematics, Science, and Social Studies) until the start of the **2029–2030 academic year**.

This transition plan ensures instructional continuity while systematically moving the district toward 100% certification in all foundational areas.

For the purposes of this transition, Seguin ISD defines 'certified' as any educator holding a Standard, Intern, or Probationary Certificate. Any educator serving under an Emergency Permit, Non-Renewable Permit, or Uncertified in a foundational course will be prioritized for transition to an Intern or Standard Certificate within the designated DOI timeline.

II. The "Zero-Hire" Mandate for Foundation Courses

Effective immediately upon Board approval, **Seguin ISD will no longer hire uncertified teachers for foundational curriculum courses**. This proactive measure ensures that the district does not expand its current percentage of uncertified foundational staff and focuses all administrative efforts on transitioning existing personnel into full certification.

III. Compliance Timeline and Strategy

Seguin ISD will utilize its existing **District of Innovation (DOI)** framework to manage the transition of currently employed uncertified teachers.

- **Certification Window:** As per our DOI Plan, teachers are required to obtain Texas Teaching Certification within **two school years** of their hiring date.
- **Extensions:** A one-year extension (totaling three years) may be granted only if no certified replacement can be found.
- **Compensation and Salary Advancement:** With the exception of Career and Technical Education (CTE) teachers, a compensation freeze will be applied to all uncertified teachers. These individuals will remain at their current salary level and will be ineligible for step increases or general pay raises until full Texas Educator Standard Certificate is obtained and verified. Salary advancement will resume in the contract year following the attainment of certification, in accordance with the Board-approved compensation plan.
- **Pathway to 2029–2030 Compliance:**

- **2025–2026:** Baseline year. No new uncertified hires in foundation courses. Existing uncertified staff complete Year 1 of their certification pathway.
- **2026–2027:** Existing staff complete Year 2. District targets a **25% reduction** in uncertified foundational staff.
- **2027–2028:** Staff on extensions complete Year 3. District targets a **50% reduction**.
- **2028–2029:** Final transition year. District targets a **75% reduction**.
- **2029–2030: Full Compliance.** 100% of teachers in foundation curriculum courses will hold appropriate Texas certification or permits.

IV. Support for Uncertified Teachers

To ensure success during this delay, the district will provide the following support structures:

- **EPP Partnerships:** Seguin ISD maintains formal partnerships with state-approved **Educator Preparation Programs (EPPs)**, including:
 - *Texas Teachers - Teachers of Tomorrow, Texas State, Texas Teachers 240, Texas A&M - Corpus Cristi, TOPP - Region 20, i Teach, TLU, Region 1, Teachworthy, Angelo State*
- **Progress Monitoring:** Campus principals and HR certification specialist will conduct quarterly reviews of each candidate's progress (coursework, exams, and observation hours).
- **Mentorship:** All uncertified teachers will be assigned a certified mentor teacher to provide weekly instructional coaching.

V. Recruitment and Pipeline Initiatives

To fulfill the "Zero-Hire" mandate, Seguin ISD will:

- Prioritize certified applicants for all foundational vacancies.
- Attend recruitment fairs specifically targeting certified educators.