

Teacher Certification Assurance Plan for TEA Compliance

“Growing Our Own, Supporting Our Own – 100% Certified by 2029–30”

Adopted: November 16, 2026 | Full Compliance Target: August 2029 (BOY 2029–30)

District Commitment (Guiding Principles)

- We invest in our people first — current staff are our highest priority.
- No teacher will be non-renewed or removed solely for certification status if they are actively progressing in good faith.
- Every pathway is fully supported financially, logistically, and emotionally.
- Progress is celebrated publicly and often.

Current Snapshot (November 16, 2026)

- Total core curriculum teachers: 18
- Fully certified in every core assignment: 17 (94%)
- Certified but teaching at least one out-of-field core class: 1 (6%, leaving at the end of the year)
- Degreed, uncertified, actively in alt-cert program: 2 (aides with college hours working to become a teacher for us)

Zephyr ISD Approved Educator Preparation Program (EPP)

Zephyr ISD has established formal partnerships with two approved Educator Preparation Program (EPP) providers to support our uncertified teachers in obtaining standard certification. Through executed Memoranda of Understanding (MOUs), we are collaborating with TeachWorthy Alternative Certification Program and Indiana Wesleyan University to provide accessible, high-quality certification pathways, including coursework, test preparation, clinical teaching support, and financial incentives. These partnerships ensure that all eligible uncertified teachers hired in 2022-2023 or 2023-2024 have a clear, district-supported route to full certification while continuing to serve our students effectively.

Certification Pathways for Existing and Potential Staff (Summary)

1. Leverage Existing Certifications via Testing

Support any currently certified teachers who are teaching one out-of-field core area to add the new certification by exam. District provides test-preparation materials, study groups, release time, and pays for the first two attempts.

2. Grow Your Own Program for Paraprofessionals

Target paraprofessionals without a bachelor’s degree. Partner with Indiana Wesleyan University and TeachWorthy to provide a structured pathway to earn a degree and full Texas certification. District offers a tiered stipend/pay-bump system as participants hit milestones.

3. Alternative Certification for Degreed Staff

Support current and future employees who hold a bachelor’s degree but no teaching certificate through TeachWorthy or equivalent programs. District provides guidance, release time, mentorship, and tiered stipend/pay-bump system as participants hit milestones.

4. External Recruitment Partnerships

Collaborate with alternative certification programs and regional universities to build ongoing talent pipelines. Goal: fill every core vacancy with a fully certified teacher or a candidate on a binding 12-month certification track.

5. Retention and Workplace Enhancement Strategies

- Competitive salary and comprehensive benefits
- Strong instructional coaching and professional resources
- District-wide schedule with two conference periods for planning and collaboration
- Active pursuit of Teacher Incentive Allotment (TIA) designations and payouts

Tasks	2025–2026	2027–2028	2028–2029	2029–2030 & Ongoing	Responsible Party
Identification of Certification Deficiencies and strategic planning/adjustment for compliance Master Scheduling, Monitoring SBEC Records, Staffing Projections	BOY: Completed 11/1/2025 MOY: Mid-year adjustments (Jan 2026) EOY: Year-end report & celebration (May 2026)	BOY: Aug 2027 audit MOY: Jan 2028 EOY: May 2028	BOY: Aug 2028 audit MOY: Jan 2029 EOY: June 2029 (final report)	Permanent annual process every September	Superintendent, HR Director, Campus Principals

Assisting certified core teachers in obtaining certification by examination Prep courses, study groups, paid exams (2 attempts), release time.	BOY: Identify any teachers that need to test MOY: Study groups active EOY: Target 100% pass	Ongoing support for any new out-of-field situations	Ongoing for any teacher adding areas	Ongoing for any teacher adding areas	HR, Principals, Superintendent
Identification and Evaluation of Grow Your Own Candidates/Recruitment of paraprofessionals	BOY: Completed 9/1/2025 (Cohort Selection) MOY: Coursework begins EOY: Celebrate first semester	BOY: Launch Cohort 2 MOY–EOY: Progress Monitoring of all cohorts	BOY: Launch Cohort 3 MOY–EOY: Progress Monitoring of all cohorts. Certification and Placement of completed Participants.	BOY: Launch Cohort 4 MOY–EOY: Progress Monitoring of all cohorts. Certification and Placement of completed Participants.	Superintendent, HR, IWU, TeachWorthy, Principals
Progress Monitoring of Grow Your Own Participants and Alt-Cert Teachers Artifacts, observations, checklists, monthly check-ins	BOY: Mentors assigned (all alt-cert + Grow Your Own) MOY: Jan 2026 review EOY: May 2026 Review/celebrations	Same supportive cycle every year as new cohorts may be needed.	Same supportive cycle every year as new cohorts may be needed.	Same supportive cycle every year as new cohorts may be needed.	TeachWorthy/ IWU reps, Principals, Mentors
Recruitment of Fully Certified Teachers & Pipeline Development	BOY: Sign MOUs with partners MOY–EOY: Job fairs & events	Expand pipelines	All core vacancies filled with certified or 12-month binding alt-cert candidates	Sustained pipelines	Superintendent, HR

Retention & Workplace Enhancements Two conference periods, competitive pay, coaching, TIA	BOY: Implement extra planning time with extra staff to cover classes MOY: Begin TIA process EOY: Application for TIA	Full TIA implementation + salary review	Ongoing	Permanent benefits, First TIA payouts	Superintendent, Board, TIA Committee
Final Compliance Verification	—	—	EOY Audit (external consultant)	BOY 2029–30: 100% compliance achieved & sustained	Superintendent, External Consultant

Full Four-Year Timeline (2025–2029) Projected Compliance Trajectory

- 2025–26 EOY → 85–90%
- 2026–27 EOY → 93–95%
- 2027–28 EOY → 97–98%
- 2028–29 EOY → 100%
- 2029–30 BOY onward → 100% sustained