

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

Pursuant to Tex. Educ. Code § 21.0032(a-1), Sweetwater 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.

District Name: Sweetwater ISD

County-District Number (CDN): 177902

Superintendent Name & Email: Reggy Spencer reggy.spencer@sweetwaterisd.net

Point of Contact for Plan Implementation: Reggy Spencer

Board Approval Date: March 2, 2026

Date Posted to District Website: March 2, 2026

Link to Posted Plan:

UNCERTIFIED TEACHERS BREAKDOWN BY GRADE LEVEL AND/OR SUBJECT AREA:

Reading/ELA

| | | | | | | |
|-------|-------|-------|--------|--------|--------|--------------|
| K-3 | 1st-1 | 2nd-0 | 3rd-0 | 4th-2 | 5th-3 | 6th-0 |
| 7th-1 | 8th-1 | 9th-0 | 10th-0 | 11th-0 | 12th-0 | Sub Total-11 |

Mathematics

| | | | | | | |
|-------|-------|-------|--------|--------|--------|-------------|
| K-0 | 1st-0 | 2nd-0 | 3rd-0 | 4th-0 | 5th-0 | 6th-0 |
| 7th-2 | 8th-1 | 9th-1 | 10th-0 | 11th-0 | 12th-0 | Sub Total-4 |

Science

| | | | | | | |
|-------|-------|-------|--------|--------|--------|-------------|
| K-0 | 1st-0 | 2nd-0 | 3rd-0 | 4th-0 | 5th-0 | 6th-1 |
| 7th-1 | 8th-1 | 9th-1 | 10th-0 | 11th-0 | 12th-0 | Sub Total-4 |

Social Studies

| | | | | | | |
|-------|-------|-------|--------|--------|--------|-------------|
| K-0 | 1st-0 | 2nd-1 | 3rd-0 | 4th-0 | 5th-0 | 6th-1 |
| 7th-1 | 8th-0 | 9th-0 | 10th-1 | 11th-1 | 12th-0 | Sub Total-4 |

| | |
|-----------------------------------------------------------------------------------------------------------------------------|-------------|
| Average number of new uncertified teachers hired by the district of the past three school years (2022-23, 2023-24, 2024-25) | Total 13 |
|-----------------------------------------------------------------------------------------------------------------------------|-------------|

EDUCATOR PREPARATION PROGRAM PARTNERSHIPS

| Name of EPP | Description of Partnership <small>(How will the EPP support certification, training, mentorship, etc.)</small> |
|----------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| iTeach Texas | The program has modules that teach the candidate about the best school practices and pedagogy. It also supports the candidate through instructional coaching and test preparation. |
| Texas Teachers of Tomorrow | The program has modules that teach the candidate about the best school practices and pedagogy. It also supports the candidate through instructional coaching and test preparation. |

TIMELINE & STRATEGIC PLAN FOR TRANSITION TO COMPLIANCE

| Year | Goals | Key Strategies to reduce uncertified teachers & build a pipeline. | Responsible Parties | Monitoring Metrics |
|-------------|----------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|----------------------------|------------------------------------------------------------------|
| 2025-2026 | Reduce uncertified teachers in Reading/ELA by 50%. | Offer certification support, assign mentor, track progress, TIA, and Administration Support | Campus Principals & EPP | District-wide % uncertified teachers in specified content areas. |
| 2026-2027 | Reduce uncertified teachers in Math by 50%. | Offer certification support, assign mentor, track progress, TIA, and Administration Support | Campus Principals & EPP | District-wide % uncertified teachers in specified content areas. |
| 2027-2028 | 100% of Reading/ELA teachers are certified. Reduce uncertified teachers in Science and Social Studies by 50%. | Offer certification support, assign mentor, track progress, TIA, and Administration Support | Campus Principals & EPP | District-wide % uncertified teachers in specified content areas. |
| 2028-2029 | 100% of Math teachers are certified. Achieve <5% uncertified in foundation subjects. | Offer certification support, assign mentor, track progress, TIA, and Administration Support | Campus Principals & EPP | District-wide % uncertified teachers in specified content areas. |
| 2029-2030 | Full compliance (0% uncertified) | Offer certification support, assign mentor, track progress, TIA, and Administration Support | Campus Principals & EPP | District-wide % uncertified teachers in specified content areas. |

STRATEGIES TO SUPPORT UNCERTIFIED TEACHERS

| Year | Strategy Description | Responsible Parties | Monitoring Metrics |
|---------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|---------------------------------------------------------------------------|
| 2025-26 | <p>Use our Administration/Mentor Teachers to support and build a pipeline for candidates to get both degreed and certified.</p> <p>Create a certification plan for all uncertified teachers employed by the district.</p> | Admin Team | 100% of uncertified teachers have a written certification plan by 5/2026. |
| 2026-27 | Use our Administration/Mentor Teachers to support and build a pipeline for candidates to get both degreed and certified. | Admin Team | 50% of uncertified teachers pass the 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:** _____

Superintendent Signature: _____ **Date:** _____



Memorandum of Understanding

**BETWEEN SWEETWATER ISD
AND
iteach**

This MOU is entered into this day by and between SWEETWATER ISD, a LOCAL EDUCATION AGENCY, (LEA), organized and existing under the laws of the state of Texas], hereinafter called "DISTRICT" and K12 Coalition d/b/a iteachU.S. (iteach), hereinafter referred to as the "Educator Preparation Program" or "EPP", (each a "Party," and collectively, the "Parties").

WHEREAS, EPP is a state-approved provider of educator preparation engaged in the preparation of teacher candidates for certification/licensure;

WHEREAS, field experiences are essential to accomplish the educational objectives for those teacher candidates enrolled in the EPP;

WHEREAS, the EPP desires to establish a partnership with the DISTRICT for the purposes of clinical supervision of non-traditional teacher candidates;

WHEREAS, while recognizing that each partnership is unique, the EPP and DISTRICT agree to share responsibility for candidate preparation through a mutually beneficial partnership;

NOW, THEREFORE, in consideration of the mutual promises contained herein, the parties agree as follows:

**ARTICLE I
TERM OF MOU**

1. This MOU shall commence upon approval of the DISTRICT by the Office of the Superintendent (or appropriate approving person/body) and EPP. This MOU will terminate one year from the effective date of this agreement, or prior to that date should either party give written notice of termination in accordance with Article I, Section 3 herein.
2. This MOU will automatically renew for another year, each year, until either party provides written notice of termination in accordance with Article I, Section 3 herein.
3. Either party may terminate this MOU for any reason by giving the other party at least thirty (30) days written notice.



ARTICLE II

DISTRICT'S RESPONSIBILITIES

1. The DISTRICT will verify individuals that meet prerequisites for teaching.
2. The DISTRICT will provide necessary candidate support such as mentorship, classroom observation opportunities, and assistance with gathering the necessary documentation for certification.
3. The DISTRICT will coordinate with iteach to ensure that candidates are placed in appropriate classrooms for their field experience, providing access for necessary resources and setting that allow candidates to meet program requirements.
4. The DISTRICT will allow EPP employees to support and observe teacher candidates, if applicable, (in person and/or virtually), provided any such EPP employees meet all requirements as required by applicable state law or policy.
5. The DISTRICT will collaborate with iteach and the State Education/Certification Agency to ensure that candidates have all necessary documents for applying for their certification.

ARTICLE III

EPP'S RESPONSIBILITIES

1. The EPP will review and admit those candidates that meet state and program requirements.
2. The EPP will provide candidates access to its 100% online, self-paced teacher certification program, which includes comprehensive coursework designed to meet state certification requirements.
3. The EPP will offer ongoing support to candidates throughout the program, including access to academic advisors, instructional coaching, test preparation resources, and professional development opportunities.
4. The EPP will assign qualified supervisors to observe, evaluate, and provide feedback to candidates during their teaching experience, ensuring they meet the required competencies.
5. The EPP will ensure that its program complies with all State Education/ Certification Agency regulations, including deadlines, certification requirements, and standards for alternative teacher preparation programs.

ARTICLE IV

JOINT RESPONSIBILITIES

1. The EPP and DISTRICT will maintain open lines of communication to ensure both entities are informed about the progress of candidates, programmatic feedback and updates, and required forms to be completed.
2. The EPP and DISTRICT each agree to designate a representative to serve as a primary point of contact and liaison between the parties regarding activities described in this MOU.
3. The DISTRICT and EPP shall collaborate to select and assign appropriate Clinical Mentors for Teacher Candidates, acknowledging that the DISTRICT shall maintain ultimate authority to determine which DISTRICT employee best meets the needs of each Teacher Candidate. The DISTRICT shall retain full administrative and supervisory authority over its employees who serve as Clinical Mentors.
4. The DISTRICT and EPP shall collaborate to ensure that Clinical Mentors who supervise Teacher Candidates meet all requirements agreed upon by the parties and required by applicable state law or policy.
5. The EPP and/or DISTRICT will recommend certification to the State Education/ Certification Agency when program and state certification requirements have been successfully met.



ARTICLE V
PAYMENTS

Teacher candidates are responsible for payment of all program fees unless the candidate is covered under a separate third-party agreement. Program fees must be paid in full prior to recommendation for certification and/or verification of educator preparation program completion.

ARTICLE VI
RELATIONSHIP OF THE PARTIES

It is understood and agreed that the EPP is an independent employer and none of its employees or agents shall be deemed for any purposes to be employees or agents of DISTRICT. EPP acknowledges it exercises no control over salary and benefits offered to teacher candidates and exercises no control over the continued employment of teacher candidates per this MOU. The DISTRICT retains full authority over termination, suspension, and discipline of teacher candidates hired by the DISTRICT.

ARTICLE VII
RECORDS AND CONFIDENTIALITY OF STUDENT INFORMATION

1. Teacher candidates and EPP representatives may be provided access to education records of DISTRICT students and/or personally identifiable information contained in such records at the discretion of the DISTRICT as a contractor performing an institutional function of DISTRICT pursuant to this MOU. EPP agrees that all student records or personally identifiable information contained in student records that may be obtained in the course of providing services to the DISTRICT under this MOU shall be subject to confidentiality and disclosure provisions of applicable federal and state statutes and regulations as well as DISTRICT policies. EPP will require that its candidates and representatives comply with them at all times while providing services pursuant to this MOU.
2. EPP shall notify teacher candidates that, in addition to the confidentiality provisions herein, they must coordinate with the DISTRICT before conducting any research or publishing any material related to the teacher candidate's placement in the DISTRICT that includes DISTRICT student records or personally identifiable information, such as video recordings, audio recordings, or photographs of students. Prior, written parent or guardian or eligible student consent must be obtained before taking any video recordings, audio recordings, or photographs of any DISTRICT students.
3. Nothing in this MOU gives the EPP, teacher candidates, or representatives any right to access DISTRICT student records or personally identifiable information.

ARTICLE VIII
INDEMNITY WAIVER OF IMMUNITY

To the extent permissible under Texas law, each party hereto shall defend, indemnify and hold harmless the other party from and against any and all claims, demands, loss, damage, costs and expenses, including court costs and reasonable fees and expenses of counsel, which may be asserted against, imposed upon or incurred or sustained by the other company as a result of acts or omissions which are solely under the control of the other. No provision hereof shall operate to diminish any remedy or claim otherwise available to the law.

ARTICLE IX
GOVERNING LAW/LEGAL CONSTRUCTION

The laws of Texas shall govern the validity of this MOU and any of its terms or provisions, as well as the rights and duties of the parties. Any disputes arising from this MOU shall be resolved through good faith negotiation between the parties. If a resolution cannot be reached, the parties agree to seek mediation or arbitration as a means of dispute resolution.



IN WITNESS WHEREOF, the parties have executed this Memorandum of Understanding as of the day and year indicated below..

Chad Teague

K12 Coalition d/b/a iteachU.S.

Title: Program Director

Date: 2/12/2026

Sweetwater ISD signature

Title:

Superintendent

Date:

2-10-2026

TEACHERS *of* TOMORROW

TEACHER CERTIFICATION™

2401 Fountain View Dr., STE 700

Houston, TX 77057

Tel: 877-342-1202

Program Description

Teachers of Tomorrow (TOT), enters this Memorandum of Understanding (MOU) with the Sweetwater Independent School District (District) with the shared commitment to collaboratively identify, support, and prepare aspiring educators who are pursuing their certification. Recognizing the paramount importance of ensuring the success of educators in the classroom, TOT and the District pledge to work in tandem to provide comprehensive assistance and resources to these individuals, fostering their growth and proficiency as effective educators within Sweetwater ISD's schools.

The intent of this MOU is to strengthen the communication between ToT and the District regarding progress toward certification for all ToT candidates. It will ensure all candidates currently enrolled with ToT and employed with Sweetwater ISD are on a clearly defined path to certification based on the timeline established by the District. This MOU will create a shared level of visibility regarding candidate progress toward certification, consistent communication to the candidate regarding expectations and timelines, as well as additional support provided by ToT to maximize a candidate's successful completion of their certification.

MOU Detail

Item

Teachers of Tomorrow: Pathways to Certification Partnership

Program Details:

Data Sharing & Communication

- ToT and the District will share available data to correctly identify all ToT candidates who are currently employed with the District
- ToT detailed dashboards are available for the district to track progress of candidates in various stages
- The District will provide an intended completion date or timeline for certification
- ToT will provide the District with real time updates on candidate progress via the District Portal

Basic Level Partnership Benefits

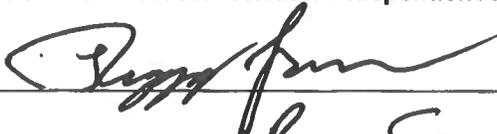
- Access to our listing of eligible candidates, "The List"
- District Portal Credentials for HR team to follow employee progress and status
- Coordination of Uncertified Staff
- Access to Account Management Team

- Discount of \$200 off program fees for district referrals: the district will be given a unique code, and the candidate must be a new enrollee or a transfer from another program
- Access to Mometrix Test Prep: 3-years for each candidate
- TLL Subscription Model landing page: 50% discount; the district will be given a link which can be used by any teacher in the district, regardless of program or certification status
- SK12 Professional Development: 7-Day free trial once Intern Certificate is recommended

MOU action items and timeline

- District will provide ToT with a designated HR contact(s)
- Within five business days of the MOU being signed ToT will provide the District with a complete list of candidates ToT shows as being employed by the District
- Within five business days of receiving the list of candidates from ToT the District will confirm all employment information for candidates included. ToT will add employment information into our systems for progress monitoring.
- Within five business days of the candidate list being confirmed the District will provide the expected timeline for completion of certification requirements.
- The District agrees to allow ToT to use Sweetwater Independent School District's name and logo (with approval) in marketing.
- MOU is in effect for a period of one (1) year from the date of the signature below. District may upgrade to a different partnership package at any time during that year.

SCHOOL DISTRICT: Sweetwater Independent School District



Print Name: _____

Print Title: Superintendent

2-10-2026

Date

TEACHERS OF TOMORROW, LLC



Stephanie James, Director of Client Success and Engagement

2/10/26

Date