

# **Post Independent School District**

## **Local Innovation Plan**

### **Local Innovation Committee Members:**

Cassie Petty-	Superintendent
Jeff Baum-	Chief Financial Officer
Regina Wise-	Special Programs Director
Hayden Walters-	Elementary Principal
Kaitlin Jeffrey-	Middle School Principal
Kent Price-	High School Principal

### **Introduction**

House Bill 1842, passed during the 84<sup>th</sup> Legislative Session, permits Texas public school districts to become “Districts of Innovation” and to obtain an exemption from certain provisions of the Texas Education Code.

### **TERM**

The term of the plan is for five years, beginning August 1, 2022 and ending August 1, 2027, unless terminated or amended earlier by the Board in accordance with the law. The Committee will continually monitor the effectiveness of the plan and recommend to the Board any suggested modifications to the plan.

### **Innovations**

The district proposes flexibility in the following areas:

### **Teacher Certification**

(TEC 21.003) (DBA LEGAL) (DBA LOCAL)

Texas Education Code Section 21.003 states that “a person may not be employed as a teacher, teacher intern or teacher trainee, librarian, educational aide, administrator, educational diagnostician, or school counselor by a school district unless the person holds an appropriate certificate or permit issued as provided by Subchapter B.” The current certification requirement

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inhibits the Post Independent School District's ability to hire professionals with industry experience to teach Career and Technical (CTE) and Science, Technology, Engineering, Arts, and Mathematics (STEAM), foreign language, history, and English language arts courses. In order to provide more students with the opportunity to take such courses and obtain professional certifications, the Post Independent School District seeks to establish its own local qualification requirements for such courses in lieu of the requirements set forth in law. The Post Independent School District does not wish to be exempted from any existing laws relating to teacher contracts or teacher benefits. Flexibility to establish its own teacher certification requirements affords the Post Independent School District the following advantages:

- Industry certified and/or trade professionals to teach specialized certification courses
- Greater number of CTE course offerings, resulting in more opportunities for students
- Realistic requirements for professionals transitioning from industry to teaching, as well as streamlining the hiring process for out-of-state teachers
- Ability to employ part-time professionals to teach specialty courses
- Ability to transition students from high school to industry

## **School Calendar**

(TEC 25.0811) (TEC 25.0812) (EB LEGAL) EB LOCAL)

Texas Education Code Section 25.0811 states that a school district may not begin instruction before the fourth Monday in August. Texas Education Code Section 25.0812 states that a school district may not schedule the last day of school before May 15. Local control of the instructional calendar affords the District the following advantages:

Elimination of imbalanced 6 weeks and semester schedules while still ending the first semester prior to the holiday break

Alignment of the calendar with dual credit classes, advanced placement exams, and STAAR/EOC timelines

The early start date permits students an additional week of instruction prior to state assessment in December

## **Implementation**

In order to offer students additional opportunities, this innovation plan is designed to create parameters within which the District will operate, in order to provide additional student opportunities. Specific implementation plans will be developed by the appropriate campuses and departments. Adjustments to Board policy will be researched and adopted where appropriate.

*Adopted August 1, 2022*