

“PROPOSED RENEWAL”

Hubbard ISD



**District of
Innovation
Plan**

March 2022-February 2027

The District of Innovation concept was passed into law by the 84th legislative Session in House Bill 1842, which created the Texas Education Code chapter 12A.

This allows school districts such as Hubbard ISD to adopt an innovation plan that increases local flexibility and freedom to provide opportunities that best meet the needs of students, teachers, employees and the community.

The Innovation Plan will be in effect for 5 years unless terminated or amended by the board of trustees.

TIMELINE

December 13, 2021	Proposed renewal plan placed on school website
December 13, 2021	Notice of intent to renew emailed to the Commissioner of Education
January 20, 2022	Public meeting of the DOI committee to consider renewal of DOI plan
January 20, 2022	DOI Planning Committee approves finalized plan
February 14, 2021	Board of Trustees vote on DOI plan
February 15, 2022	Notice of adoption of renewal emailed to the Commissioner of Education
February 15, 2022	DOI posted on school website

COMMITTEE

<i>Member</i>	<i>Representation</i>
Johnny Pate	Parent
Robin Roberts	Parent
Monica Porter	Teacher
Brandy Crawford	Teacher
Cayla Brown	Teacher/Counselor
Maegan Birdsong	Admin Assistant/PEIMS/Nurse
Traci Drake	Superintendent

1. Teacher Certification exemption from TEC 21.003, 21.053, 21.057

TEC 21.003 states that a person may not be employed as a teacher, teacher intern or trainee, librarian, educational aide, administrator, educational diagnostician or school counselor by a school district unless the person holds an appropriate certificate or permit issued by Subchapter B.

TEC 21.053 requires a teacher present his or her certificate to the district before their employment contract will be binding, and prohibits the district from paying an educator for teaching if the educator does not hold a valid certificate at the time.

TEC 21.057 requires districts to provide written notice to parents if an inappropriately certified or uncertified teacher is assigned to the same classroom for more than 30 consecutive instructional days during the same school year.

PROPOSED

Hubbard ISD proposes to handle certification decisions locally.

With the current teacher shortage, this exemption from teacher certification requirements will enable greater flexibility in staffing and will enrich applicant pools in specific areas of need. Often there are experienced certified teachers in our district that could teach outside of their certification due to their education, background and/or experience. Local decisions outside of the state certification requirement would allow innovation and flexibility in scheduling to meet student needs.

Local Guidelines:

1. Documentation of reasons and credentials for a teacher teaching outside of their subject/grade level will be presented to the board of trustees for approval.
2. Local certification will be approved by the superintendent and board of trustees based upon credentials that individual possesses qualifying them to teach the subject.
3. Local teaching certificates will be issued for one year and employee will be at-will.
4. Uncertified teachers will be provided, mentoring, professional development and other support resources.
5. Special education and ESL teachers must be SBEC certified.

2.School Start Date exemption from TEC 25.0811

TEC 25.0811 states that a school district may not begin instruction for students for a school year before the fourth Monday in August.

PROPOSED

Hubbard will determine the school start date. This flexibility would allow the district to determine, on an annual basis, best meets the need of students.

1. This flexibility would allow a better balance of days per semesters.
2. This would allow more instruction prior to state assessments.
3. Flexibility when planning school calendar.

3.Employment Contracts exemption from TEC 21.102

TEC 21.102 requires teachers new to the district to have a probationary period that may not exceed one year if the person has been employed as a teacher in public education for at least five of the previous eight years.

PROPOSED

Hubbard ISD would like the option to issue a probationary contract for a period for up to two year for experienced teachers.

LOCAL GUIDELINES

At the time of contract recommendation consideration, newly hired teachers with the district, who have taught for at least five of the eight previous years and have completed their first probationary year with the district, may receive a probationary contract for the second year in order to evaluate the staff member's effectiveness.

4.Contract Service Days exemption from TEC 21.401

TEC 21.401 requires educators employed on a 10-month contract to provide a minimum of 187 days of service.

PROPOSED

Hubbard ISD proposes to reduce teacher contract days from 187 to 185 with no effect on teacher salaries.

1. This flexibility will increase teachers daily rate of pay.

5. Transfer Students exemption from TEC 25.036

TEC 25.036 states a transfer is interpreted to be for a period of one school year.

PROPOSED

Hubbard ISD maintains a transfer policy under FDA (local) requiring nonresident students to file an application each year. In approving transfer requests, the availability of space, instructional staff and services and the student's disciplinary history records, work habits, behavior and attendance records are evaluated. Transfer students are expected to follow the same attendance requirements and rules and regulations of the district. The district is seeking to eliminate the provision of a one year commitment in accepting transfer applications. On rare occasions, student behavior warrants suspension (in or out of school), placement in a disciplinary alternative program, or expulsion. In addition, student attendance may fall below the TEA truancy standards.

LOCAL GUIDELINES

Nonresident students who have been accepted as inter-district transfer may have their transfer status revoked by the superintendent at any time during the year if the student is assigned discipline consequences of suspension (in or out of school), placement in a disciplinary program, or expulsion. In addition, students not meeting the state's 90% attendance standard may also be subject to immediate revocation of transfer status, as well as, students whose behavior warrants disciplinary consequences or is distracting to the educational well-being of others.