

Hubbard ISD



District of  
Innovation  
Plan

March 2017-February 2022

The District of Innovation concept was passed into law by the 84<sup>th</sup> 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**

January 17, 2017	Board of Trustees pass Resolution to initiate DOIP
January 17, 2017	Board of Trustees held Public Hearing & appointed committee to draft plan
January 24, 2017	Initial orientation & planning meeting of the DOIPC
January 30, 2017	Planning meeting to finalize the DOIP
January 31, 2017	Post DOIP on Hubbard website
March 2, 2017	DOIPC vote on plan
March 3, 2017	DOIP submitted to the commissioner of Education
March 20, 2017	Board of Trustees vote on DOIP

## **COMMITTEE**

<b><i>Member</i></b>	<b><i>Representation</i></b>
Christa Chinchilla	Parent
Kelli May	Parent
Madison Ward	Teacher
Karen Davis	Teacher
Phonda Meador	Teacher/Academic Coach
Shellye McDaniel	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.

## **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. Minimum Minutes of Instruction exemption from TEC 25.081, 25.082**

TEC 25.081 and 25.082 address the length of the instructional school day by “420 minutes of instruction” or “seven hours each day including intermissions and recesses, totaling 75,600 minutes per year.

### **PROPOSED**

Hubbard ISD would like to be exempt from the 420 minute day requirement and have the flexibility to alter the length of the school day on selected days whenever it is determined to be necessary or beneficial to the district and its stakeholders.

1. This flexibility will provide the opportunity of creating a schedule that meets the needs of students and teachers.
2. This would give the district flexibility in meeting the yearly requirement of 75,600 minutes in relation to the school calendar.

## **4. 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.

## **5. 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.

## **6. Transfer Students exemption from TEC 25.036**

TEC 25.001 states a district may choose to accept, as transfers, students who are not entitled to enroll in the district.

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.