

Woodsboro ISD

DISTRICT OF INNOVATION PLAN (AMENDMENT 2020)

HB 1842 PASSED DURING THE 84TH Texas legislative session, Spring, 2015. WISD Board of Trustees adopted the District of Innovation Plan on Monday, April 17, 2017.

- Greater local control as the decision makers over the educational and instructional model for students;
- Increased freedom and flexibility, with accountability, relative to state mandates that govern educational programming; and
- Empowerment to innovate and think differently

In Woodsboro ISD:

In effect for 5 years (through April 2022) unless terminated or amended earlier by the Board of Trustees:

1. Original Exemption: Earlier start school date to assure that each semester is balanced in instructional days.
2. To be Amended 2020: Campus principal may submit to the superintendent a request to allow a certified teacher to teach out of their certified field for no more than half of their teaching day.
3. Original Exemption: Exempt from 420-minute (7-hour) day requirement to have yearly requirement of 75,600 minutes.

AMENDMENT – Proposal

Texas Teacher Certification (TEC 21.003, 21.053 and 21.057)

Board Policy (DK Local) and DK (Legal)

Current Law

TEC 21.003 states that a person may not be employed as a teacher by a school district unless the person holds an appropriate certificate or permit issued by the appropriate state agency. In the event a district cannot locate a certified teacher for a position or a teacher is teaching a subject outside of their certification, the district must request emergency certification from the Texas Education Agency and/or State Board of Educator Certification.

TEC 21.053 requires a teacher to 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 this time.

TEC 21.057 requires that the District provide written notice to the parents if an inappropriately certified or uncertified teacher is assigned to a classroom for more than 20 consecutive instructional days.

The District seeks exemption from the TEC21.003, 21.053, 21.057 and any other allowable statutory provision necessary to accomplish the purpose of this amendment.

Woodsboro ISD will maintain its current expectation for employee certification and will make every attempt to hire individuals with appropriate certification for the position in question. If a qualified and certified candidate for a position is not found after reasonable efforts the district will have the flexibility to hire individuals who have knowledge, skills, life or professional/industry experiences in the area and are able to perform the duties assigned to that position. All candidates will be carefully considered to ensure the individual has sufficient education, experience and expertise to provide instruction necessary to meet the Texas Essential Knowledge and Skills (TEKS) for the course(s) to be taught. All candidates selected for employment will go through established hiring practices. The qualifications and/or certifications of applicants will be given equal consideration.

The district recognizes the importance of state certification requirements and intends to utilize this flexibility only where necessary to obtain the most qualified candidate. Only those non-certified candidates who fit into one of the following categories will be considered:

- A. **Industry Experts** – WISD is committed to expanding college and career opportunities for students. We are challenged to seek and find individuals with the education or work-related experience needed to adequately educate students in specialized areas of instruction. The individual qualifications considered would include demonstrated subject matter expertise, and a combination of work experience, training, education or industry credentials related to the subject matter to be taught.
- B. **College Teachers/Professors** – by obtaining exemption from existing teacher certification requirements, WISD will have the flexibility to hire community college instructors and university professors. This will enrich applicant pools in specific content areas and afford more students the opportunity to take dual credit courses.
- C. **Out-of-Content or Grade-Level Certification** – By obtaining exemption from existing teacher certification requirements, the District will have the flexibility to recognize certified out-of-content or out-of-grade-level certifications. This flexibility may allow certified teacher to teach a course or grade level for which he/she is not certified, considering the teacher’s existing credentials and only with the teacher’s voluntary consent.
- D. **Out-of-State Certification** – Due to the rural location, someone moving into the area may come with existing teacher certification from another state.

Process for Issuing Local Teaching Permits

1. The campus principal must make a written request to the Superintendent for the hire of a non-certified applicant and the issuance of a local teaching permit and must specify in writing the reason for the request and detail the experience and skills that the applicant possesses that would qualify that individual to teach the proposed subject. Any non-certified applicant in core content areas (English Language Arts, math, science and social studies) must have a minimum of a bachelor's degree.
2. All non-certified hires will be required to attend professional development in classroom management, components of effective instruction, and differentiating instruction for learners. They must also be assigned a mentor teacher with a minimum of two (2) years of teaching experience. The mentor teacher will assist them with their instructional planning.
3. Any non-certified teacher will be required to meet the same requirements of all employees (background checks, reference checks, etc.). All non-certified teachers will be on a one-year, non-Chapter 21 contract. Non-certified teachers will be subject to the same appraisal process as SBEC certified teachers. Local teaching permits will be issued on a term of one school year and will require re-evaluation prior to renewal.

NOTE: Consider first year at will with a transition to a non-chapter 21 contract. The first year is the ultimate test of whether a non-educator can meet the standards of conduct and work ethic required of a teacher. Even under a non-chapter 21 contract you would be required to provide the employee with some sort of hearing before terminating in the middle of the year.

4. Notification: The District is hereby exempted from TEC 21.057 requiring notice to parents. The District will not provide parental notice where the assigned teacher has been issued a local teaching permit. The superintendent will notify the Board of Trustees when a non-certified individual is hired and will be issued a local teaching permit.