



District of Innovation Implementation

Background

House Bill (HB) 1842 permits Texas public school Districts to become Districts of Innovation (DOI) and to obtain exemption from certain provisions of the Texas Education Code. On March 29, 2016, the MISD Board of Trustees passed a *Resolution to Adopt a District of Innovation Plan* to increase local control over District operations and to support innovation and local initiatives. The adoption of this plan seeks to increase the District's flexibility in order to improve educational outcomes for the benefit of students and the community. The Board appointed a 21-member DOI Advisory Committee comprised of diverse leaders representing a cross-section of the District's stakeholders including teachers, principals, parents, community members and administrators. The Committee met on April 5, 2016, April 12, 2016, and May 3, 2016 to discuss and draft the Local Innovation Plan.

The term of the Plan is for five years, beginning July 1, 2016 and ending June 30, 2021, unless terminated or amended earlier by the Board of Trustees in accordance with the law. The District proposed flexibility in the following area:

A. Certification Required (TEC 21.003) (DBA LEGAL) DBA LOCAL

TEC 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 requirements inhibit the District's ability to hire professionals with industry experience to teach Career And Technical Education (CATE) and Science, Technology, Engineering, Arts, and Mathematics (STEAM) courses. In order to provide more students the opportunity to take such courses and obtain professional certifications, the District seeks to establish its own local qualification requirements for such courses in lieu of the requirements set forth in law. The 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 District the following advantages:

- Industry certified and/or trade professionals to teach specialized certification courses
 - Greater number of CATE course offerings resulting in more opportunities for students
 - Realistic requirements for professionals transitioning from industry to teaching
 - Ability to employ part-time professionals to teach specialty courses
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2016-2017 MISD DOI Certification Exemptions from TEC §21.003 Certification Required section of the Texas Education Code

- CNC (computerized numerical control) Manufacturing instructor at Ben Barber Innovation Academy/FHS; meets and/or exceeds industry standards/employment history within field
- JROTC instructors at all 5 comprehensive high schools, LHS, LRHS, MHS, SHS, THS; meet and/or exceed military standards of eligibility for JROTC instructors
- Restaurant Management instructor at MHS; meets and/or exceeds industry standards/employment history within field
- Auto Tech instructor at Ben Barber Innovation Academy/FHS; meets and/or exceeds industry standards/employment history within field
- Health Science/Principals of Health instructor at Ben Barber Innovation Academy/FHS; meets and/or exceeds industry standards/employment history within field

2017-2018 MISD DOI Certification Exemptions from TEC §21.003 Certification Required section of the Texas Education Code

- Medical Terminology instructor at Ben Barber Innovation Academy/FHS; meets and/or exceeds industry standards/employment history within field
 - Lifetime Nutrition & Wellness instructor at MHS; meets and/or exceeds industry standards/employment history within field
 - Principles of Health Science, Medical Terminology and Health Science Theory instructor at Ben Barber Innovation Academy/FHS; meets and/or exceeds industry standards/employment history within field
 - Principles of Law, Law Enforcement I and Intro to American Law instructor at Ben Barber Innovation Academy/FHS; meets and/or exceeds industry standards/employment history within field
 - Pharmacy Technician Certification Course, Dosage and Calculations at Ben Barber Innovation Academy/FHS; meets and/or exceeds industry standards/employment history within field
 - Health Science/Principals of Health instructor at Ben Barber Innovation Academy/FHS; meets and/or exceeds industry standards/employment history within field
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2018-2019 MISD DOI Certification Exemptions from TEC §21.003 *Certification Required* section of the Texas Education Code

- Federal Law, Court Systems Practices and Principles of Law instructor at Ben Barber Innovation Academy/FHS; meets and/or exceeds industry standards/employment history within field.
 - Law Enforcement 1 and 2/Principles of Law instructor at Ben Barber Innovation Academy/FHS; meets and/or exceeds industry standards/employment history within field.
 - Computer Science at Ben Barber Innovation Academy/FHS; meets and/or exceeds industry standards/employment history within field.
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