



Texas City District of Innovation Plan

Texas City ISD proposes flexibility and seeks an exemption in the following areas:

Teacher Certification	
Texas Education Code §21.003, §21.053, §21.057	DBA(LLEGAL), DBA(LOCAL), DK(LLEGAL), DK(LOCAL), DK(EXHIBIT)
<p>Rationale:</p> <ul style="list-style-type: none"> • The district will maintain its current expectation for employee certification and will make every attempt to hire individuals with appropriate certifications for the position in question. • In the event a certified teacher cannot be hired for a position or a teacher is assigned to a subject outside his/her certification, the district must submit an emergency certification/exception/waiver to TEA. • Many of the career pathways set forth by HB 5 require very specialized certification. The current laws limit the District’s ability to hire teachers for hard-to-fill, high demand career and technical courses when quality certified teachers are not available. • The core content areas continue to be critical teacher shortage area for TCISD. The elimination of the 24/12 rule in the fall of 2017 will make finding appropriate candidates for these teaching areas extremely difficult. 	
<p>Innovation:</p> <p>Texas City ISD Human Resources Dept. will submit a written request for approval to fill a teaching position to the Superintendent or designee:</p> <ul style="list-style-type: none"> • For a certified teacher to teach a subject area out of his/her certified field. • For a degreed, non-certified professional with career/industry experience to teach a CTE subject within his/her area of expertise. • TCISD would like to continue to offer contracts to applicants who have 24 hours of course work of a specific subject area – of which 12 hours are upper-level course work in the areas of English, mathematics, science, and social studies. <p>The written request will outline the reason for the request, and it will document the credentials the recommended teacher possesses which qualify him/her to teach the subject. In addition, the written request must be submitted to the Superintendent or designee for approval prior to recommending to the Board of Trustees.</p> <p>Exemption from the Texas Education Codes would enrich the applicant pools in hard to staff areas. This will enable secondary students will obtain the educational benefits of CTE course offerings because of the District’s flexibility to hire skilled professionals in certain trades and vocations.</p>	

First Day of Instruction	
Texas Education Code §25.0811	EB(LLEGAL)
<p>Rationale: Texas Education Code states that a school district may not begin student instruction before the 4th Monday in August. This forces the district into a calendar that has minimal opportunity for teacher professional development, causes shortened grading periods when the first semester ends in December, and provides negligible time for summer school before state mandated assessment re-takes in the summer.</p>	
<p>Innovation: To best serve the students in Texas City ISD, we would like the option of starting before the 4th Monday of August. Starting earlier will allow for creative scheduling that allows for more intentional teacher professional development throughout the school year and allows students to have a schedule that is more conducive to their learning.</p>	

Student/Teacher Ratios; Class Size	
Texas Education Code §25.111, §25.112, §25.113	EEB(LLEGAL)
<p>Rationale: A 22 to 1 student/teacher ratio is required by State law for Pre-Kindergarten to 4th grade classes. When a class exceeds this limit, the district must complete and file a waiver with the Texas Education Agency, and the district must notify parents of waivers to class size limits.</p>	
<p>Innovation: While the district intends to keep a 22:1 ratio for the past several years, a class size waiver to TEA has been required. Based on our observations, we believe that a local solution to class size adjustments should be made without submitting waivers to TEA. Texas City ISD will continuously monitor enrollment at the elementary campuses. In the event a class size exceeds 22:1 ratio a waiver will not be submitted but the Superintendent will provide the Board of Trustees with updated enrollment numbers and action plans.</p>	

Designation of Campus Behavior Coordinator	
Texas Education Code §37.0012	FO(LLEGAL)
<p>Rationale: Senate Bill 107 requires the designation of a Campus Behavior Coordinator on each campus. This person is responsible for maintaining student discipline and the implementation of Chapter 37, Subchapter A.</p>	
<p>Innovation: Texas City ISD believes in a collaborative approach to discipline, with multiple people providing emotional social support to students, rather than just one person. All campus principals and assistant principals handle student discipline. Each campus administrator will serve as a Campus Behavior Coordinator in regard to student discipline, as outlined in the TCISD Student Code of Conduct.</p>	

Charitable Contributions	
Texas Education Code §22.011	DG (LEGAL)
<p>Rationale: There are worthy causes like the TCISD Foundation for the Future that are most easily presented to educators during faculty meetings. Currently, it is expected that separate meetings are scheduled for routine announcements and solicitations from these organizations. It should be a local decision to include these items on faculty meeting agendas.</p>	
<p>Innovation: TCISD believes that it should be a district decision to allow solicitation for charitable contributions during a faculty meeting for those items that directly or indirectly benefit those in attendance.</p>	

Summary

Through HB 1842, Texas City ISD will have increased flexibility and local control to make decisions. The TCISD Innovation Plan identifies current State laws from which the district seeks relief to best meet the needs of all stakeholders. Adjustments to Board policy will be reviewed, updated, and presented to the TCISD Board of Trustees.