



MESQUITE INDEPENDENT SCHOOL DISTRICT

DOI Amendment

Originally Approved by Board, October 2017
Amended and Approved by Board, March 2021
Amended and Approved by Board, January 2022

MANNER IN WHICH STATUTE INHIBITS THE PLAN:

Texas Education Code §21.003 mandates 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. Districts that wish to hire an uncertified staff member must submit a request to TEA and wait on approval or denial.

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 as a teacher if the educator does not hold a valid certificate at the time.

TEC §21.055 states that if a teacher is not certified, the district may issue a teaching permit to employ the individual. This process requires notice to the Commissioner and its usefulness is extremely limited. Additionally, the language of this section could prohibit the employment of a teacher without a teaching certificate or a school district teaching permit obtained under this section.

LOCAL INNOVATION STRATEGIES:

The district will maintain its current expectations for employee certification and will make every attempt to hire individuals with appropriate certifications. However, when that is not reasonable, the district will have the flexibility to hire individuals who are knowledgeable in the area and equipped to effectively perform the duties of the position in question. The District will ensure that professional development plans are in place to train non-certified personnel in pedagogy (student management, instructional strategies, curriculum, parent engagement) and to provide needed support. This innovative strategy has the potential to enrich applicant pools in specialized course offerings and afford students more educational opportunities if state certified teachers are not available to teach those courses.

The district will maintain all Chapter 22, Subchapter C, Criminal History requirements, including fingerprinting.

TIMELINE OF EVENTS:

During the spring and fall of 2021, the DOI committee, as well as members of cabinet, personnel services, and professional learning met to discuss and plan ways to combat the teacher shortage.

During the January 10, 2022 regular school board meeting, the Mesquite ISD Board of Trustees approved the resolution to begin the District of Innovation Renewal Plan Amendment process and work. The resolution was approved by a vote of 7-0.