

HITCHCOCK ISD PROPOSED AMENDMENT TO  
CURRENT LOCAL DISTRICT OF INNOVATION PLAN

With regard to each area of innovation, the District declares exemption from the listed statutory provisions, as well as any implementing rules or regulations promulgated pursuant to those statutory provision by any state agency or entity, including but not limited to the Texas Education Agency, State Board of Educator Certification, and State Board of Education:

Texas Education Code §21.003 Certification Required (current DOI exemption)

Texas Education Code §21.053 Presentation of Recording of Certificates (current DOI exemption)

Texas Education Code §21.057 Parental Notification (current DOI exemption)

Texas Education Code §21.044 Educator Preparation (amendment to current DOI)

Proposed DOI Amendment:

*The District will continue to first seek qualified applicants with a TEA certification for all teacher positions. However, if a satisfactory candidate is not available, a procedure would be implemented permitting the Superintendent to allow a certified teacher to teach a subject outside of their certification or permitting the District to employ an uncertified person for other teaching positions, on an at-will agreement. Upon written request from the Human Resources Department or a Campus Principal, a qualified individual may be eligible to teach any course through a local teaching certificate. The superintendent may hire an eligible person on a local certification under an at-will agreement. The District shall develop minimum required qualifications for persons hired in the above manner and will also require certain professional development in the areas of student management, instructional strategies, curriculum and parent engagement. Notwithstanding the foregoing, all certification requirements will remain in place for special education and primary ESL (bilingual) teachers.*

Rationale:

*When it is not reasonably possible, the district will have the flexibility to hire individuals who are knowledgeable and equipped to effectively perform the duties of the position. Hitchcock ISD would like the ability to locally certify teachers to better meet the educational needs of our students, as well as expand on and innovate with regard to the courses the District can offer. This will also greatly expand the District's hiring capability, which is impacted by the District's geographical proximity to highly populated areas and competitive hiring practices at neighboring school districts. This flexibility will be particularly beneficial in CTE areas (where industry experience is highly valued) and hard-to-fill classroom positions. Nonetheless, Hitchcock ISD will continue to prioritize obtaining certified candidates for all positions when available.*